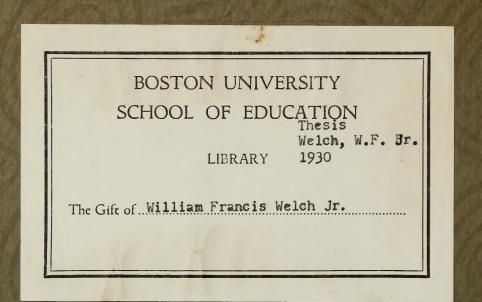
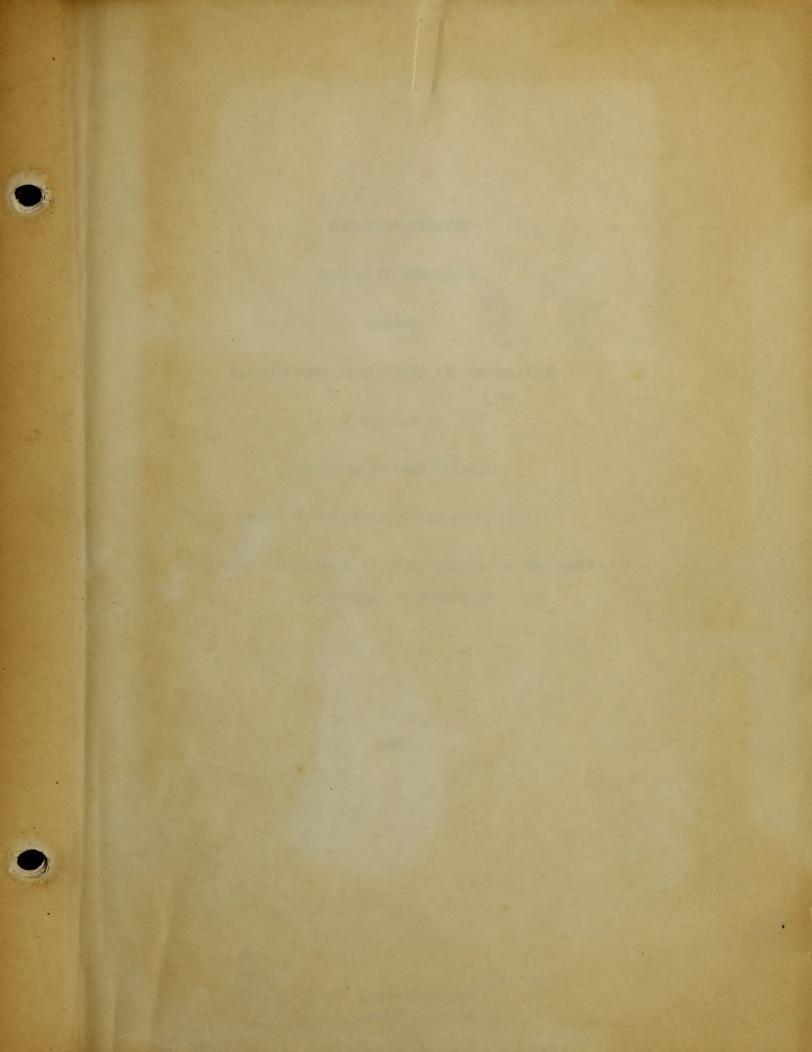
Minimum wage development and legislation. Welch, William Francis, Jr. 1930 STDAES

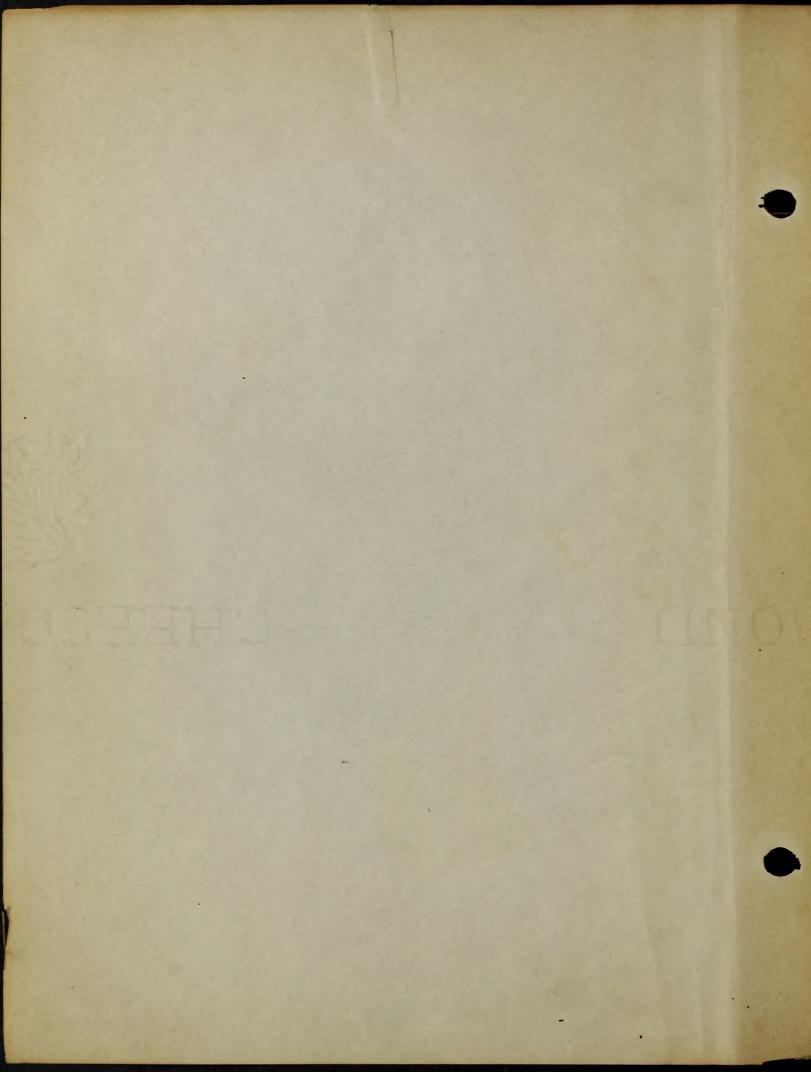


Schoot up Education. Junt 10, 1920

, 607.5

6075





Ed. Thesis 1930 Stared

BOSTON UNIVERSITY

SCHOOL OF EDUCATION

THESIS

MINIMUM WAGE DEVELOPMENT AND LEGISLATION

Submitted by

William Francis Welch, Jr.

(B.S., in Ed., Boston University, 1929)

In partial fulfillment of requirements for the degree

of Master of Education

1930

Boston University School of Education Library

. G. Moles alsonia astilla iffail ., ys tesevint coscos; . te mi, . S. . .

TABLE OF CONTENTS

			Page
I.	BACK	GROUND OF MINIMUM WAGE LEGISLATION	l
	A	Outgrowth from the legislation of New Zealand	
		and Australia	2
	В	Law of 1896 in Australia and its results	3
	С	Centralization in 1915	4
	D	Further results	5
	E	Legislation in other states than Victoria	8
	F	The Commonwealth system	8
	G	Aim of Australian legislation	9
II.	NEW	ZEALAND LEGISLATION	13
	A	The New Zealand labor movement	13
	B	1894. Industrial conciliation and arbitration	
		act	13
	С	Late legislation	14
	D	Consolidation of industrial and arbitration	
		acts	15
	E	New Zealand aims in Minimum wage legislation	16
	F	Influence on other countries	18
III.	THE	UNITED STATES	22
	A	Early history	22
	B	Political recognition	23
	С	Australian and New Zealand influence	23
	D	Legal controversy	25
	E	Social aims	27



T. SUBDRUME OF FEMALE FOR ENTREASION
IT NEW ARALLEY CHILDREN CHILDREN
anitestican bas uniteitions is ensuined and entitestican
9 1694. Industry al accollection and acceleration.
aat C imis lagislitig D daacdidanis of istrictic and anditation of
and a into intrinsion of intrinsion and antitation and a non feelend also he Mailman ways intitation a infromate on athes constains in. The control states
 c inte legisling c inte legisling d donaalignian of lowering and ministration d donaalignian also interestal and ministration d donaalignian also interestal and ministration d donaalignian also interestal d donaalignian d donaalignian
 bet c table logitulitud d table logitud d table logitud d table logitulitud d table logitud <lid lo<="" table="" th=""></lid>
 c inte legisling c inte legisling d donaalignian of lowering and ministration d donaalignian also interestal and ministration d donaalignian also interestal and ministration d donaalignian also interestal d donaalignian d donaalignian

	Page
F Type of laws	28
G Process of establishing a wage	29
IV. CRISIS OF 1923	41
V. CONCLUSION OF RESULTS OBTAINED IN UNITED	
STATES AS A WHOLE	46
VI. MASSACHUSETTS	47
A Early history	47
B Law of 1912	49
C Efforts of 1923	52
D Budget work	52
VII. CONCLUSION	57
A Present technical situation	57
B Personal conclusion	58

BIBLIOGRAPHY

١

Charts

61 65

SURI TO ELLIP .W.	
GETTRY HE GREATED CONTROL OF ADDRESS	
T. MARANESSING.	
D Indent work	
TT. CONSTITUTE	

. .

MINIMUM WAGE DEVELOPMENT AND LEGISLATION

I. BACKGROUND OF MINIMUM WAGE LEGISLATION.

The term "Minimum Wage" is the result of approximately fifteen years experimentation in the United States.

There has been no central point from which agitation has radiated. On the contrary, the sections of this country which have been active in fostering favorable action for the minimum wage are widely separated and touch all sections of the country.

By naming the states one may easily see the strength of this point. Minimum wage legislation has been passed in Arizona, Arkansas, California, Colorado, Kansas, Massachusetts, Minnesota, Nebraska, North Dakota, Oregon, South Dakota, Texas, Utah, Washington and Wisconsin. There are also laws concerning it in the District of Columbia and in Porta Rico.

All these states, have within these years, (1912 to the present) urged the development of minimum wage laws. In other words they have fostered the idea of guaranteeing to the working women in the respective states a wage which will be adequate for their self support. It is well to state here that the minimum wage laws in the United States have confined their interest and their scope to cover only the minimum wage of women. We have not advanced very far in advocating a minimum wage for male workers in the United States.

-1-

FULLY THE OF THE PURCHASE FOR THE PURCHASE

. BIGHARDAR OF MURINIC TO CONTRACTOR.

"The serve arrest mentalized in the United States.

Inse faither has been to contrat tout from which agitation has reditated. In the contrary, the sections of this scinter which have been softre in furiering favorable soften for the minimum mays are midely separated and tough all cattions of too country.

ar able rolar. Alabert the states one may easily see the strongth of able rolar. Alabert the sets legislation has been pessed in interna. Arisesse, falifarite, foloredo, Kahaus, Baseshasette, Midoseote, Gelifarite, Forth Sakote, Oregon, South Dakote, Terre, Pinh, Panhington and Mascaria. There are also isse concerning is in the Statelet of Columbia and in Forte Rice Stee.

All these affetes, nore within these years, (1012 to the present urged the development of minimum wage tens. In other words they have thetered the idea of guaranteeles to the working wames in the respective states a wage calch will be abequate for their soif durpert. It is will to state here that the minimum wage land in the Caline States have confined their interest and their soife to sever only the minimum wage of mann. We have not edvinged very for is advocative o minimum wage of ange for male workers in the Caline States advocative o minimum wage of anges for male workers in the Caline States advocative o minimum wage of anges for male workers in the Valtes States.

A. <u>Outgrowth from the legislation of New Zealand and</u> Australia.

Although we have been striving to aid womeh and minors alone in the United States, as has also Canada, the entire movement is really an outgrowth of similar and more inclusive movements in New Zealand and Australia. In New Zealand and Australia there has been, during the later part of the nineteenth century especially, a movement to regulate the wage (not merely the wage as a minimum) but for all workers in their respective industries.

Thus our minimum wage legislation has grown from the ideasexpressed in other countries where they have advanced even further and have legislated for others except the minimum wage earners and also where they do not confine the legislation merely to female wage earners.

Let us probe further into the development in these other lands and see what has formed a basis for our present activity and legislation. During the later part of the nineteenth century New Zealand and Australia found themselves greatly beseiged and diswrought by labor turmoils which broke out in the form of labor uprisings and strikes. These strikes in many cases lasted for a considerable length of time. Aside from the immediate financial troubles which strikes would quite naturally bring about, they also were many times so bitterly aroused as to start physical combats, and much property and many lives were lost.

This of course meant that not only those who were

-2-

· Determin from the instalation of New Dealand and And And And

Mithough we have been statying to ald women and sinon aloue is the builed States, or has also Gunda, the satire wordmore is really as outgrawin of statist and more inclusive arrestants in for feeland and anerealis. In the feeland and isotrafts there has been, during the later part of the size tackt contary expecteicy, or normalis to realists the man (not wordy the ways as a minimal but for all contarts in their respective industries.

Thus our ministed ange legislation bid prove ince the lites represent in other constring share they have afrended atom further and have legislated for others ereapt the minister may excurre and also where they is not confine the logislation parely to read where they is not confine the logislation parely to read where they is not confine the logislation parely

atter isote and see what was formed a baris for our present estimity and legislation. During the letter park of the alsobaseliest and degislation. During the letter park of the alsobaseliest and discretify of labor terminic which broke cut in the heated it isone estimates and strikes. Heate shifts from the immeletted figuralet trainies and strikes. Heate strikes to many onedates figuralet trainies which strikes mould gate mountly being sport, they sind ward much time to bitterity aroused as to stort physical embets, and parts and the second parts and an to being the figuralet and the parts of the strikes and the second in the of except second parts and the strikes and the second parts atort physical embets, and parts and the solution iters are been atort physical effective and parts and the solution iters are been atort physical effective and parts and the solution iters are been primarily hurt suffered but the industries as a whole were injured in both of these countries. It is easy to see why this situation came about. Briefly it occurred about as follows; first, the pay was low and the work was hard. Secondly, the workers had no means of presenting their plea for better conditions through arbitration as they were not far enough advanced in labor organization. Therefore the ultimate resort to which they turned could be nothing short of a strike

Public attention centered about Victoria. An Antisweating league was formed at Melbourneto foster favorable legislation. On the committees in this league were members of various classes and political parties. They introduced the inspection of factory system and in general set about to aid those whom they felt were being exploited.

In order to avoid this factory inspection many of the employers had introduced the idea of working at home. Many women working at home at the rate of 12 to 15 hours a day were receiving only about 48.6 cents for their work per day. The Anti-sweating league asked for the introduction of wage boards which would establish a minimum wage for time and piece work in both home and factory. In 1896 Sir Alexander Peacock, often called the "father of the minimum wage," introduced a bill in Parliament which realized this desire. 1

Broda, Rudolf - Minimum wage legislation in various countries. -Bulletin of the U.S. Bureau of Labor. Statistics No. 467, p. 11.

-3-

eriantic une miterie but the incontrine me shole were to involute-both of these countries. It is oney to no my this situation even about. Bristip it coordered about as follows; first, the pay was low and the work was here. Generally, the moreters had no means of presenting their pice for batter conditions cortege whitestion as they were not for woode mireters is later organized then. Therefore the ultimate reserve to mich they to used and then the solution of a variate

Public attention anotaned and Plater Platers. In 1929semating longer are formed at Melboursein forcer fevorele incode them. On the compliture in this leader where probate of Virtus element and political perview. They is accordened the independent of footoory system and in general not about to all them this they rail over toing angletics.

In order to evold this termine inspection when its the anglegets had investment the idea of the to it have a day more wears evolute at hand at the rate of 18 to 15 haves a day more receiving only about 60.0 month the that were put day for incl-anticing inspect 60.0 month the that were put day for incl-anticing inspect 60.0 month the that were put day for incl-anticing inspect 60.0 month the laterbackies of the instead would establish a sindame ways for the and piece werk in both one and fractory. In 1800 Mir alstander Pearsen, offer salied the "inther of the sinisma ways," introduced a bits in the fight the "inther of the sinisma ways, " introduced a bits in

Roods, Rudoit - Miniran Weys isgislavito in variant dountrinies -Busievin of the C.S. Durean of Sardy. Statistics No. 400, p. 11. B. The Law of 1896 in Australia and its results.

The law of 1896 gave to the committees the right to -

1. Fix a minimum wage for time and piece-work.

2. To restrict the number of apprentices under the age of 18 years so that the law could not be evaded by the employment of apprentices in preference to adult workers.

Later the powers of the board were extended to many more industries. This was to protect the white workers from the advance of Chinese who were willing to work for lower wages as their standard of living was lower. Particularly in the laundry trade this was true. In 1898 the Chamber of Commerce asked for the extension of the boards to include cigar factories, steel and glass workers. Gradually the results have been that the system has been extended to a great number of other industries where home work does not take place and where the workers are not exploited to any extent.

Just what a minimum wage should be based on was a rather difficult question at first and the natural path followed was to base the wage in some manner upon that already being paid by those employers who were thought to be above reproach in their relations with their employees. Since 1907 they have gone even further than this and they have the right now to set the wages even higher, for both home and factory workers, than those paid by good employers.

C. Centralization in 1915.

As might well be expected, at the beginning various

-4-

b. Ma Low of 1000 13 instraits and 110 readiry.
The low of 1000 gave to the committane the right to 1. Fir a minimum sace for time and please-work.
2. For restrict the summar of approxites under the same of 15 years as that the law scale and to be availed by the approxites.

bates antended to a severa of the sourd were antended to may acres this matrix. This was to protect the abits warbars from the atreases of Shinara who were alling to arch for toner more of their standard of invine was lower. Forticularly is the landar are toold this was true. In 1930 the Chamber of Conserve with for are the extension of the boards to invite other forterior, start and are been antended to a sourd to invite have been that the bracks base workers, Gradually the results have been that the bracks base work does not take place and where the workers when are the arts of any arts to a source of other industries when and have been actuality to a source of other industries when and the arts of any arts of a source of a source of a source of a source of any arts of a source of a source of a source of a source of the source of a source of a source of a source of a source of any arts of.

rather difficult quartion at first and the natural path followed rate to base the rate to some mender spon that already being paid on those exployers who sere thought to be above reproted in their relations that their exployers. Since 1609 they have note this further than this and they have the sight now to at the rank even timber, for both home and feddory workers, thus these paid to and exployers.

5. Seatrelisetion in 1915.

in alpha will be expected, at the regioning we first

laws were passed at different times and there was no grouping or centralizing under one head of these laws. Thus in 1915 the need was seen that in order to advance good work the laws must be centralized under some grouping system if efficiency were to be realized.

In the fall of 1915 the factory legislation of Victoria was consolidated. The most important features of these acts being -

1. A minimum wage of 2s 6d per week for all factory employment (at par this would be about 6l cents in our money).

2. The powers to regulate the work of the wage boards were set forth.

3. The appeal of the wage boards to a court of industrial appeals was authorized. 1.

D. Further results.

From time to time other acts were passed which would enable this work to be carried on better. At the end of 1925 there were in Victoria 181 wage boards regulating the conditions of 193,000 employees. As the <u>entire</u> population of the state was only 1,684,107 it is easily seen that these boards regulated the conditions of practically every worker. ².

The following table will show that they accomplished a great deal in the raising of the wages.

1.Victorian year book - 1925-26 - Melbourne p.361.

²·Australia - Bureau of statistics. - Census - Melbourne p.3.

.

-5-

tara auro leterd at different times and there and an Armaping on contraiting addar can beed of theme tern. Mone in 1912 th oned was seen that in other to division good for the lass aust be contraited ander seen drouging space if affining a read to be realized.

Treioria was goneolidarei. The seat inidatent festion of these

1. 2 minute mage of 2m of per tor all a sector and to all per more tor all control and sector.

". "he powers to regulate the time of the page

D. The support of you want boards to a court of

" . Monetredition have stronge initiation

D. Norther mailta.

Logitat les ettes shinoù

From time to vire other ante passed which sould eacher hids work to be outsted on botter. At the end of 1925 store ware in Victoria IVI rage teachs regulating the conditions of 192,000 malogers. In the united condition of the state was only 1,000,10% it is easily even that tomas course regulated the conditions of prestically even that tomas course regulated the

The following table will alow that they second this of the second table of the veges.

¹.VieterSaryger Book - 1935-26 - Holbournes p. 361.
⁶. Mustralis - Mutage of Statistics. - Genergs - Mulbournes p. 3.

Trade.	The Average Weekly Wage.			
	Before 1914	1914	1925	
Agricultural Implements.	\$9.52	\$12.17	\$21.56	
Boot.	5.59	10.10	20.21	
Bread.	5.62	14,90	26.06	
Carpenters.	11.52	25.50	27.54	
Clothing	4.86	6.48	13.56	
Painters	9.90	13.30	23.36	
Plumbers.	5.68	13.16	24.30	
Starch.	5.04	9.84	22.32	
Wicker.	5.56	10.28	19.64	

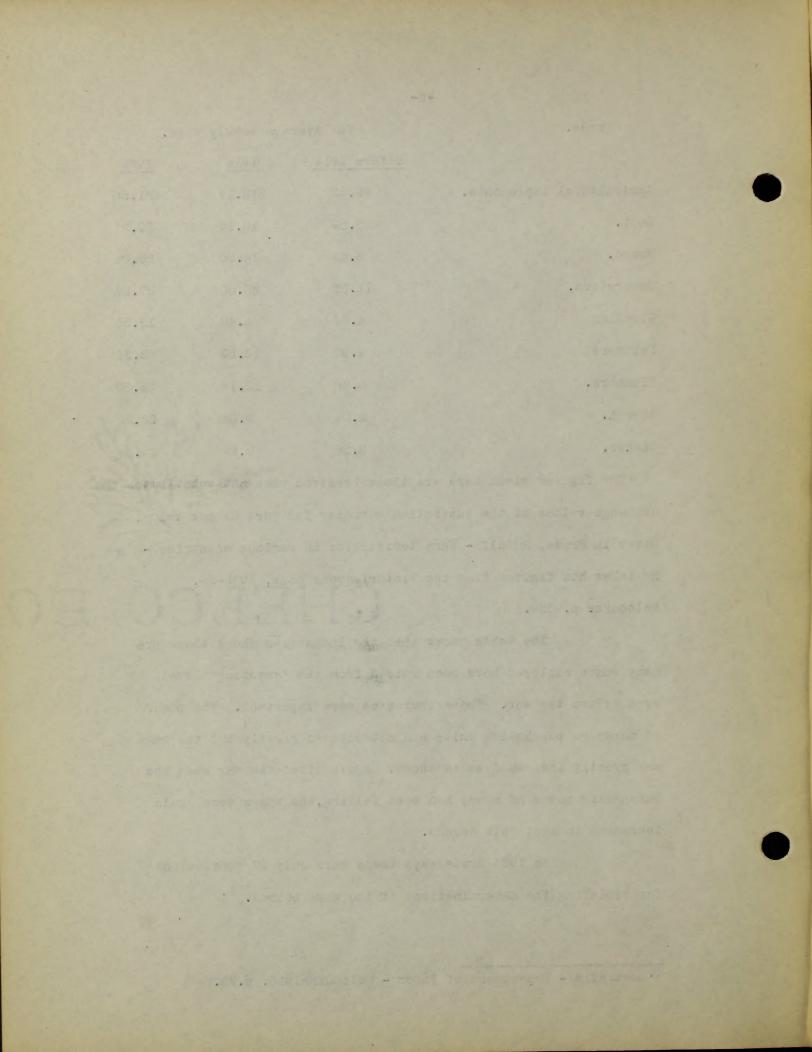
(The figures given here are those received when one substitutes the exchange values of the Australian currency for ours at par value. Given in Broda, Rudolf - Wage legislation in various countries -He takes his figures from the Victorianyear book, 1925-26, Melbourne p. 359.)

The table shows that the industries where there are many women employed have been raised from the "sweating" level even before the war. These increases were important. The power of money as purchasing units had not changed greatly but the wage was greatly increased as is shown. Again after the war when the purchasing power of money had been falling, the wages were again increased to meet this demand.

In 1924 Broda says there were only 67 convictions for violating the determinations of the wage boards. 1.

1.Australia - Department of Labor - Melbourne1925. p.33.

-6-



Home work was lessened as many employers found they could not pay the workers the relatively high wages. More factories were built and factory work was substituted for the home work.

As it is evident that the question will be asked, "How about industries closing down and thus putting more people out of work?", it should be noted that the cases in which this happened were extremely rare, and probably occurred where business was rapidly declining anyway.

Professor Broda also says that while he was visiting in Australia it seemed to him that the workers had acquired a feeling of security. He gives as his reason -

"Scientific and humane considerations determine the minimumof existence, having replaced to a large extent the changing hazards of economic warfare and the hazards of blind fate. The worker, knowing this, feels safe, and this conduces to a general tranquility of mind and interest in the prosperity of the nation as a whole." ¹.

Thus we have traced the case of Victoria. The other states have in the main followed this example. Of interest however is the example of New Zealand which in 1894 established compulsory arbitration of industrial disputes. ².

1.Broda, Rudolf - Wage legislation in various countries - U.S. Department of labor - Bulletin of the U.S. Bureau of labor statistics 1928 - No. 467. p.13.

².New Zealand official year book 1928. Wellington. p.802.

-7-

Hous much was leasened as many employers frame they sould not pay the voriers the relativaly high magne. Aure indection were built and featury mark was substituted for the box work.

"How should industriate alusing down and hous pulling works propie and of work?". It should be noted that the sizes in which this baptened were extremely rate, and probably occurry, where bostanes was repidly deciding anymey.

Erofessor foods also arge that while he week will be week visition to ind adquired a fearin instrains it deemed to his that the voriers and adquired a fearing of severity. To gives to dis invace -

the minimum estatence, having replaced to a large extent the discuted hearths of estated winfore and the camins of 2000 late. The societ, heaving this, feels asis, and this contones to a general tranquitity of mind and interfers in the dispertity of the matted as a shole." 1.

Thus we have treeed the asses of Vistoria. The other resites have is the sets followed this example. Of interest howwree is the essentie of New Noviral which is 1914 established con-

Department - Then legislation in salidis countries - U.S. Departmentit taber - Suilerin of the U.S. Surau of labor statical Eluger - Ve. 407. p.25.

"Non Sectors official your boot 1920. Wallagion. p. 198.

E. Legislation in other states than Victoria.

Some of the more interesting bits taken from the legislation of the other states are worthy of notice. Western Australia forbids strikes and lockouts. It also has an arbitration board, but as this is based on New Zealand's activities we will consider it later. South Australia has an industrial board which determines a living wage. This board inquires into the increase and decrease in the average cost of living and makes corresponding determinations. New South Wales has fostered a newer plan in 1927 to regard the basic wage for men according to their family. It looks into the needs of husband and wife and has a system of child allowances. An act was passed in the spring of 1927 which provides that a living wage for adult male employees shall be based on the requirements of a man and wife without children but in addition there was passed a child endowment act giving a weekly allowance of 5s. (\$1.22) for each child under 14 years of age. It provides however that the total amount of wage plus allowances shall not exceed the basic wage proclaimed at this time plus 13 pounds (\$63.18) per year per child. The mother receives the allowances. 1.

F. The Commonwealth system.

There is a system called the Commonwealth system which provides for compulsory arbitration between states when interstate disputes may arise. Strikes and lockouts are prohibited. It also provides for the issuance of rules as to the

Monthly Labor review - August 1927 - p.32.

-8-

The lagest wind in other states find Vioteria.

resident . Holdon in united are worthy of the third of Levelons a living race. This court inquires into increase "I remard the week when for new sounding to their family. 'It Allowing of the (41.23) for weak shild and a la salar of ege. 13 pounds (163.18) per year per abild. The mother requires the ollowmoze.

.matere di Lasmanano: ani . .

set of provides for computanty digitimizing between states when Intervised dismites may offer. Assider and lookowis are providtion. It disc provides for the increment of mine as to the

. We a - Plef fames - waters - anded willbedt.

licenses of workers unable to earn the minimum wage.

G. Aim of Australian legislation.

The main emphasis of all Australian legislation has been to guarantee a living wage to all workers. The general practice has been to establish as a wage for unskilled laborers that amount which will satisfy only the "normal needs of an average employee, regarding him as a human being living in a civilized community." ².

The Commonwealth has tried to determine the rates by using a budget form to establish the amount necessary for life.

In 1922 a protest was raised by one company on the basis that by giving a living wage to their employees they had no profits left. The court decided against the company and said that if the company found that they could not pay this wage and profit above it there was really no excuse for the company to operate. In its decision the court said, "If works can not exist and pay a living wage, and if there is a national interest that the works should continue, the workers should not be required to shoulder a burden of the community but a subsidy from the funds available by general taxation should solve the difficulty. ³.

A sociological point of interest is noticed when one learns that Southern Australia has decided that the reasonable needs of workers in cities or where national income is high is greater than in a community where the national income is low.

 Broda, Rudolf - Minimum wage legislation various countries. Bulletin of the U.S.bureau of labor statistics. No. 467. p.16.
 Higgins, Henry Bournes - Harvard law review. January 1919. p.192.
 Burns, E.M. - Wages and the state. London, 1926. p.279-280.

-9-

Mossess of worksrs woshie to same the minimum vare.

The main empiricals of all destrolling legislation has been to guarantes a living wage to all miniors. The several presides has been to establish as a when for unabilited interiors that endows which will selicity only the "minesi mede of an everage empiries, reporting bits as a burst being living in a civilized summalay."

The Community has tried to determine the name of the same of the s

basis that or diving a living ways in their explorees the bed an profile left. The court dealed d multur the company and and that if the superny found that they could had pay this maps and profile above it there was really no sparse for the contemp to courses and pay a living time, and if there is a returned intercost that the states a bould continue, the voluer is a returned intercost that the states of the continue, the voluer is a content intercost the to should a build continue, the voluer is a model of the required the the states a burden of the second to be required to should be a burden of the second to the states in a subside the required available by wanted termines about solve the difficulty.

an unit in a restant of interest is noticed and one

lourne that Southern sectrelle ner doorded that the renerable made of workers in cliffer or where netlened income is high is gravity that is community where the national indone is low.

**Stold, Notold - Minimum rege irgislation variants oralities. Sellesin of the U.S. bureau of labor statistics. No. 407. 2.18. Sellegins, Debry Sources - Experis iss review. Francy 2010, 2.158. Sentes, I.M. - Store and the state. London, 1826. 2.279-200. The figures given in 1927 by the Commonwealth Court as basic wages were fixed in six main centers. Other wages are given for the more skilled in order to provide an incentive for learning trades.

	Basic	wage	per	we
Melbourne		\$21.	51	
Sidney		22.	23	
Adelaide		20.	53	
Perth		19.	44	
Brisbane		20.	16	
Hobart		21.	12	

(Translated figures.)

ek.

These figures are based on the cost of living in these six state capitals during the last quarter of 1926 as published by The Federal Bureau of Census and Statistics. ^{1.}

By looking to the banks for information we find proof that national prosperity has not suffered, but on the contrary has improved during this newer period of minimum wage legislation. The total assets of the check paying banks are given for the years 1922-27 inclusively as -

Years	Pounds		
1922	302,185,648		
1923	327,458,496		
1924	335,452,422		
1925	347,842,100		

1. Monthly Labor review - May 1927. p.172.

The figures given to 1127 by the Communestik Court as vesto eache wate fixed in six main semiste. Other wapes are given for the more skilled in order to provide as inconsive for learning trades.

Bisto many par stand.

14.189	
85.38	
88.0S	
39.21	
80,18	
21.15	

247,848,200

These freues are based on the doot of lithing in theory aix state explicit during the last quarter of 1915 as published by the Vederal Surses of Somis and Statistics. I. By looking to the base for information to find proof.

that merionel prosperity has not suffered, and on the contrary has improved during this newer period of minimum were insidentian. The total essent of the check paying banks are given for the yours 1933-27 inclusively as -

"Distribut Labor review - May 1922. p.178.

1926	370,844,006			
1927	395,346,098	1.		

The savings account records also tell a story which can only be interpreted as a sign that national prosperity is increasing for a conclusion.

Years	Number of accounts	Amount on deposit
		Pounds
1921-22	3,413,280	162,273,233
1922-23	3,598,901	171,643,812
1923-24	3,798,662	176,871,477
1924-25	3,992,201	183,035,774
1925-26	4,182,566	195,451,540
1926-27	4,461,904	204,159,682 1.

```
A pound = $4.8665 at par.
```

This number of accounts is practically equal to the entire adult population of Australia.

Another chart will tell us the story of fewer unemployed among the trade unions of Australia.

Years	Unemployed percentage
1922	9.3
1923	7.1
1924	8.9
1925	8.8
1926	7.1
1927	6.7 ² .

^{1.}Australia - Bureau of census and statistics - Melbourne. September 1927. p.58.

^{2.}Australia - Bureau of census and statistics - Melbourne. September 1927. p.64

	ę	*		
	+0	+0		

27

The savings account revords what fell a wivey which and only to interpreted as a sign that notional prosperity is increasing in a cooliditation.

iscand to income atmat to a undown brast

108,873,820	5,415,290	32-1381
318,648,171	108,885,5	28-2801
791,196,391	838,867,6	
199,000,996	105,508,5	
. 298, 581, 540	4,182,566	
806, 139, 038	4,461,904	1840892

. TOU TE BADE. 14 + hours #

This summer of seconses is prestically equal to the satire and population of Augustalia.

-ar react to gross out on firs firm sundo underch.

Unmployed persenting

1722 9.3 1923 9.3 1924 9.9 1924 9.9 1925 9.1 1929 7.1

¹ Australia - Barean of canada and statistics - Velhourne. September 1927. p.58.

". instrume - Bureau of connue and statistics - Malbourus, September

7520. 2.000 -



It is also a fact that industrial disputes have lessened to an almost negligible point in comparison with the frequent industrial disputes which led to this minimum-wage legislation in the beginning. to an almost requipible point industrial disputes have leasened to an almost requipible point in domperison with the frequenc infinities disputes which led to this minimum-ways instalation in the bestaries.



II. NEW ZEALAND LEGISLATION.

A. The New Zealand labor movement.

Now it seems only proper that we should return to New Zealand which has developed compulsory arbitration.

The labor movement in New Zealand had gained in size and strength much more than had the same movement in Australia at the time that labor legislation began. Therefore the Labor Party was more strongly represented in the government which instituted the first New Zealands laws.

Although a pioneer in minimum wage arbitration New Zealand did not continue to blaze trails and must be complimented on the fact that she was the one to point the way, and deplored because she did not continue on the path. 1.

B. 1894. Industrial conciliation and arbitration act.

As early as 1894 the original industrial conciliation and arbitration act was passed. This idea was brought about because many felt that if a wage were set it would hardly please both sides and one way of overcoming this trouble would be to have both sides represented on a board where peaceful settlement of industrial disputes might be attempted.

Both parties were to be represented, the employers and the employees were each to choose their representatives. There was to be a formal registration of associations of both employers and employees. Also a board of conciliation and, in the last instance, a court of arbitration in case of grievous

-13-

Broda, Rudolf - Minimum wage legislation in various countries p. 23.

MOR PICKLER THE .II

. The Haw an Indel Intel as well will .

Sou if deam only propor has a should return to now

the rest of the paper than had the same newcomes in Australia and alternate most area than had the same newcomes in Australia at the time time later later lagestion ages. Therefore the later larts was more strongly represented in the government wilch instituted the first her leasened in the government wilch.

Although a planer in almann way whitestion has Second did ast Sections to shake trails and was os caned lanners as the last that she was the me to point the may, and deplaced because ass did not continue on the peth.

columnities on 100% and arterial industrial conciliation

and desired to and proved. This has an unit hardly plane because and fait that if a suge sere act it shald hardly plane both sides and one as of preresting this transfe would be to are book sides represented on a hourd where perceipl service and of infinite i disputed sight be assumpted.

not the control parties neve to be represented, the employed and the control ware and to choose their representatives. There are to be a formal replation of associations of both employers and employees. Also a board of conditionton sol, is the lest-lastinges, a court of arbitration in case of crievons

Receis, Endelf - Multure ware lagislation in vertous countries

conflicts.

This seems a simple and almost self-evident thought, but simple as it is, no one country or state deemed it of sufficient importance until 1894 when New Zealand did.

C. Late legislation.

There followed more legislation in after years. In 1898 the first laws were amended so as to authorize the court to prescribe minimum wages and to provide for lower rates for workers who, it was deemed, were not capable of earning the minimum. ^{1.}

In 1905 provisions for the punishment of any employers or employees participating in strikes and lockout were passed. In 1911 in order to make the decisions of the courts more emphatic the court was given the power to convert any or all the agreements come to between parties, into official acts or awards.

When the court was given the power in 1898 to set a minimum wage it was felt that this was to be merely a weapon with which to settle disputes, however, it has become much more than this. Rather the reverse has happened, the courts have used the power to prescribe minimum wages as a means to prevent disputes. Thus they use the power as a preventative rather than a remedy.

In 1919 they went so far as to declare minimum wages for the whole country. This did not work very well because of various conditions in the different trades. By 1923 they saw this trouble and decided to change about and make new rates in accordance with the cost of living and the conditions of the various trades. By now they had not only minimum rates

-14-

^{1.-}Minimum wage fixing machine - International Labor office bulletin. No. 17. Geneva, 1927. p.129.

ecollicis.

This seams a gingle and since astr-awident throught, but simple to it is, no and bounkry or crate deemed it of sofficient bountrance outsi 1904 they New Zoeland did.

-11-

C. Date Low Mainted.

There followed more legislation is after vanue. In

1993 the first lass were excelled to as to anthopics who to at to preseribe similar signs and to provide for lower rotes for sociera who, it was decade, ware not capable of saming the minimum.

er angloyade participating in striked and lacked; where evolution In 2011 is order to inke the decisions of the equits here exceeded the sourt was given the power to convert any or all the exceedents

anno in boinnon parties. Into official moto or analts. How, the court was given the perior to 1000 to not a storage map it and fait that the size to be mobely a margon with which so pattle storates, nonever, it has before much nore than alle. Setter the reverse has paperel, the courts have used the perior to present a support is a strand to prevent that a the story was the function anges as a meant to prevent that a proof the terminant of a preventation of the second that the the story was the funct as a preventation related the record.

rears to the abole control. This and not some very values and and of versous conditions in the different trades. By 1913 if or they not this trouble and decided to change about and not the rear rear and the conditions of the cost of tring and the conditions of the versions trades. By now they and act only minimum refer

-Maines and Dimag anthias - International leter office bil-

but also rates for the semi-skilled and skilled. The present practice is to fix a set of wages for each separate industry.

The first act, 1894, did not mean that necessarily all disputes must be settled by arbitration as it set forth that it was for those who were registered, both the employers and employees associations. However, most associations joined and it became the accepted thing.

D. Consolidation of industrial and arbitration acts.

Among the Industrial and Arbitration acts which were consolidated in 1915 some are of importance especially and very significant when we considered their bearing on other later legislation.

1. Unions with a membership of 15 and employers with a membership of 3 may be registered.

2. Only registered associations may become parties to the agreements under the acts.

3. Disputes go before a council of conciliation before they reach the court.

4. The council may make recommendations to the court.

5. The court of arbitration shall consist of 3 members appointed by the Governor General, two of them nominated by one of the association of employers and the other by the association of employees. 1.

6. Not only those taking part in the inquiry are bound by the decision but also the whole industry which is

-15-

^{1.}Broda, Rudolf - Bulletin of the U.S.Bureau of Labor statistics. No. 467. p. 24-25.

but this rates for the semi-shilled and shiller. The present provides is to fix a ret of manue for anth separate industry. The first set, 1694, did not near that advances in all disputes much be settled by arbitration as it set forth that

angloress anostations. However, and associations joined and

⁷. <u>Doomojudation of uppersured and urbitration noto</u>. Save domained in 1915 noor are of importance expectally and are described in 1915 noor are of importance expectally and are destributed in 1915 noor are of importance expectally and are destributed in 1915 noor are of importance expectally and are destributed.

L. Unions with a mechanish of 16 and employers with a mechanisty of 16 and employers

S. Unly registered associations may become associations may become association the spreedents under the sute.

5. Disputer go bafore a council of con-

6. The council may make recommendations to

3.5

5. The court of arbitration shall onlying of a manhers appointed by the Governor General, and of Mider contactes by one of the association of suployers and the other by the association of apployers. 1.

6. Not only these thinking part in the inquiry

Brods, Rudolf - Balletin of the S.S.Strawn of Labor statistics.

represented by the trade union in that section. In fact, the court may extend its decision to the whole sphere of that industry in the country.

7. The court may determine lower wages for those not able to earn the minimum.

8. Striking workers may be fined 10 pounds.

9. Lockout employers may be fined 500 pounds.

10. Trade unions or employers associations

breaking an agreement 100 pounds.

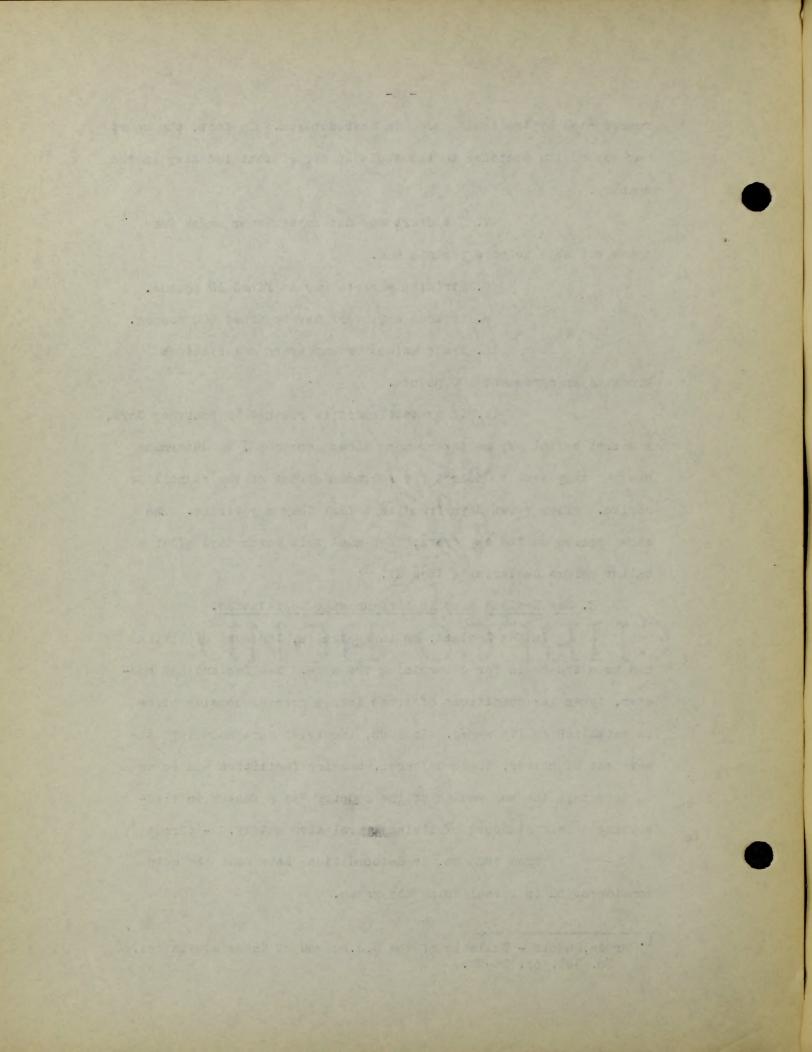
11. If no settlement is reached in fourteen days, a secret ballot may be taken among those concerned, to determine whether they wish to accept the recommendations of the council or strike. After seven days from the ballot they may strike. The same applies to the employers, they must wait seven days after a ballot before declaring a lockout. ¹.

E. New Zealand aims in minimum wage legislation.

In New Zealand, as in Australia, the cost of living has been the basis for determining the wage. New Zealand has however, taken the conditions of trade into a greater consideration in establishing its wages. In 1922, inquiries were made into the movement of prices, trade balances, banking facilities and so on to ascertain the net wealth of the country "as a factor in visualizing a fair standard of living as a relative entity." - (Broda)

From 1923 on, trade conditions have been the main consideration in establishing the rates.

Broda, Rudolf - Bulletin of the U.S. Bureau of labor statistics. No. 467. pp. 24-25.



Different rates have been established for workers in the skilled - semi-skilled. Thus the point to be remembered is that New Zealand tries to satisfy both parties by establishing the balance found in weighing a "living wage" and the "wages the trade can bear." This may be recommended to any country. The value of this arbitration may be seen by giving the number of days lost in work per year per 1,000 workers in various countries through strikes and lockouts. The figures are from 1919-1923.

Great Britain	819
Sweden	795
New South Wales	661
Germany	591
Western Australia	461
Australia	411
Italy	352
South Australia	270
France	259
Victoria	234
Queensland	223
Canada	194
Tasmania	121
New Zealand	84 *

Industries have benefitted as a whole by the legislation in New Zealand. The number of factories has increased from 13,464 in 1914 to 16,614 in 1927. ^{1.}

1. New Zealand. Department of Labor report 1926-27. Wellington p.2.

the skilled - semi-shalled. Thus the motet to be established in the skilled - semi-shalled. Thus the motet to be established in the test best boat "the is to seelely both parties by establishing the trade can beer." This may be resummeded to any country. The walks of this arbitration may be resummeded to any country. all days has he work per year set 1,000 workers in verieds countries into which strikes and instrum any in figures are in verieds countries

.

allertsu/
Sunte Installe
ergan f

is any frainit. The number of feastries has a main of the leaferstics 1. are fraind. The number of feastries has increased from 12,424 to 1914 to 15,614 in 1927. 1.

. See Section. Secartment of labor report 1948-37. Wellington p. 5.

-5 (m

All and all, wage legislation and industrial arbitration have been an unqualified success in New Zealand.

Let us remember that whereas Australia had as a primary basis for determining a living wage the cost of living and the amount that one must have to live as an human being in a civilized country, New Zealand carried out her arbitration idea to the point where she tempered this with the question of how high a "wage the trade could stand."

F. Influence on other countries.

From these beginnings the movement spread to other countries. Let us consider England next. Great Britain has always had a great many labor difficulties. In England especially this has been evident. The evils to be remedied at the beginning of the 19th century were much like those of Australia. The sweating industries in the two places were rather similar. The first legislation was in 1909 when wage boards were established which was to consider the industries which had home work on their pay roll.

Later in 1913, these industries were added to by the Minister of Labor, to include over 400,000 workers, 75% of them women. Again in 1918, the sphere of the wage boards was again extended. It was in fact extended to include all industries not all ready provided for by an adequate machinery for the effective regulation of wages.

These wage boards were composed of members of the employees and members appointed by the government. In case of ties, the Government appointees decided.

-18-

and Line in which is a standard for and industrial or and its

Les es comparis de la compare de la mer les les entres les es compare that whoreas finitelis had as a granery beste for deberaining a livitor vere the most of living and the estate thet out must arre to live as de muste being in a civitiend country, for fealend certied out has explorentes then to the point where the tempered this with the question of how high a "mage the trade could stand."

. Dallander and an outer roundling. 9

From these beginnings the morement sprend to other downtries. Let up consider England next, Gran, Brytain ban alarno has a grant many labor difficulties. In England especially this has been evident. The oville to be remained at the beginning of the has remover some much like these of morrishts. The secting industries in the two places were resource indice. The first industries in the two view rates bounds were established which industries in the indice these bounds were established which industries the indice these house bounds were established which is to consider the indice the first had has more on the set of the first react.

Later in 1913, some industries when added to by the Minister of Labor, to include over 630,000 workers, 155 of these women. Again in 1918, the sphere of the wage bourde was acute extended. It was in fact extended to include all industries not all ready provided for by an adequate minimum for the offentive regulation of sages.

these wass bounds white annotal of the sevenance. In case of the first the forement. In case of the sevenance.

-19-

These boards do not fix piece work rates, they fix only time work rates. However, the employers are made to show that their schedule for piece work will enable an ordinary competent worker to earn the time rate amount.

Any trades where conditions have become satisfactory may ask to be excluded from further connection with wage boards and may be so excluded by the minister of labor.

In England there has been some difficulty experienced where the workers have acted in "cahots" with the employers and returned parts of their salary.

Wages in general have been raised since the wage boards were instituted. The following chart shows the wage per hour in 1914 and 1925 (minimum wage.)

	1914		1925		
	Male	Female	Male	Female	
Tailoring	.12	.07	.23	.15	
Paper box making	.12	.06	.20	.16	
Chain making	.11	.055	.29	.14	1.

England has carried on her work in the minimum wage sphere much as she carries on much of her law making. She has no set rules and regulations or at least few of them. She leaves much to be taken for granted. However, the people of England are of a temperament where this is possible. In the United States perhaps, we ask for hard and fast rules and regulations, whereas in England they sort of leave things loose and check on them when necessary. Both ideas have merit.

England has not bothered to settle a budget plan by any

1. Great Britain - Survey of Industrial Relations - London, 1926 p.93. These notice do not the plote work release they fix only

thes work rates. However, the apployers are made to show that that schedule for glace must will enable on ordinary compatent worker to new the time rate amount.

any and to be excluded from further commetion with ware boards

In England there has been also difficulty experienced where the workers have stred in "cabdia" with the employers and fortunate of their salary.

sere intrificed. The following orare have the wege pow hour in 1914 and 1920 (minimum face.)

	e/(28) 8/.		Fensle 70		
	,16	04.	.00.	31.	Aution rod roast.
-1	. 14	00.	1 aao.	Ef.	Chain miking

and any make the second of the work in the minimum sage appears much as the carries on much of her has muking. She has no set rules and resolutions or at loast fow of them. She leaves much to be taken for granted. However, the people of Excland are of a temperatent mean this is probled. In the lighted States perhaps, we can for here and fase rules and regulations, whereas is incland they sort of leave thicks laces and check on then when any set of the set of leave thicks laces and check on the work is incland they sort of leave thicks laces and check on the work areas.

reard neir traund a efficie of investing fou and insigna

- Great Buttain - Hurrey of Industrial Selations - London, 1024

census figuring in a scientific manner. E.M.Burns says -

"No board has ever proclaimed that if its members could not pay a living wage they had better retire from business. And there is no reason why it should. It represents the trade itself; the ordinary members, probably because of their numerical strength play a much greater part in the deliberations than is elsewhere the case, and both employers and workmen are alive to the importance of maintaining the existence of the trade." ¹.

The procedure of one board is described by Sir Hopkins as follows -

"We considered the fact of the cost of living; we considered the rates which were paid in similar employments as near as may be, and all the other elements of the case; and then the parties talked it over, and in result, after talking it all over together, we have in that case arrived at what we think is the fairest minimum rate ultimately adopted by agreement of both employer and employed." ².

Maybe this way of settling matters has accounted for the many arguments advanced against the minimum wage in England. However, after the arguments have been discussed pro and con we have left some undisputed factors.

Sweating reduced and much misery disappeared.
 Minimum wages do not tend to become maximum.
 Better machinery has been introduced and the
 workers forced to work harder; this has speeded up and increased

²·Broda, Rudolf - Bulletin of the U.S.Bureau of labor statistics. No. 467. p.37.

-20-

^{1.}Burns, E.M. - Wages and the state - London. 1926. p.274.

¹ Surva, E.R. - Verma and the state - London. 1986. 9.876.
³ Hrota, Redolf - Sulletia of the V.S.Bureno of Jabor statution.
No. 199.

Constant reduced and much michary disapported.
 Remining wages do not tand to begade shuttant.
 Retion menupany has been introduced and the speeded up and increased

for the new ergements coverned ereinet the mained ware to legiend. Rowever, where the erguments have been discussed pro and and we have left some mainputed rantors.

We considered this cotons which were said in similar applicances as near as may be, and all the other elements of the cose; and then the parties telled it over, and in readly, after talidar it all over together, we have to their case surfixed at what we think he the fatrent minimum rate ultimately stopped by agreemant of coth explores and explored."

- rwallon as malaged all.

and share is in remain when they had botter retire is an unsidence. And share is in remain who is should. It represents the tende itself; the ordinery inclusion, propably because of their homerical estrength play a much greater part in the deliberations than is also about the case, and both employers and workness dra the trade, '

ediesa figurica in a scientific marnor. E.E.Suma asys -

- 15-

production.

4. Coöperation of trade boards aids peace.
5.Good employers welcome the acts.
6. Industries have not been destroyed.
7. The Public has made no particular complaint

about increased prices.

8. No great increase in unemployment.

Thus we must remember England as a country which has a loose code of laws but we must also remember that English temperament can better stand this. England sets only minimum wages must be noticed, otherwise she does much the same as New Zealand.

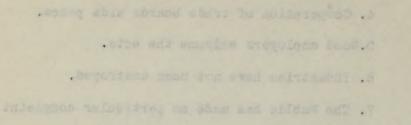
Other countries too, have fallen into line and legislated in this respect. It is well to name them here and sufficient to say that they all have adopted the rules set forth by Australia and New Zealand to a greater or lesser degree and tempered it with their own conditions of trade, social existence etc. These countries are -

Canada	Spain
South Africa	Uruguay
Mexico	Switzerland
France	Austria
Norway	Czechoslavaki
Argentina	Poland
Germany	Italy

Russia

-21-

. preduction.



.coning bearenoal fonds.

6. No grad issueine is densifyment. Dat we must remember multant fo a sourcey which

hag a loose ande of ham but we must shar remauber that toghish imperated out better stand this. Safaad onts only minimum sages what se motiond, atherwise the free much the second as new Feelend. Other concartes has, note fallen that itse and

inglalated in this respect. It is wall to note that here prientricted to any their tany all here adopted the calce are forth by antipulie and the Sealand to a prestur or lesser debree and tangored is with their out conditions of brade, social existence

- att estrattic state -

iouth Africa "Frances Marico Initeeriand Arance Antria Moreag Cresionand Second

Harak

III. THE UNITED STATES.

A. Early history.

Now let us turn to the United States and see what progress she has made along the paths pointed out by Australia and New Zealand.

The first state to pass a minimum-wage law was Massachusetts in 1912, the law was to become effective in 1913. In 1913 eight states, California, Colorado, Minnesota, Nebraska, Oregon, Utah, Washington and Wisconsin, passed laws which were to aid women and minors. Thus we see the year 1913 was the year in which the minimum-wage really had its birth in the United States.

This interest was the result of the sudden realization that the United States was fast becoming an industrial country and that the numbers of women in industry were very large.

With the realization of the great number of women workers, which was found to be in the millions, came the desire to know under what conditions these women worked.

State departments and private organizations set about to determine the status of women in industry. The most significant study made was that of the Federal Government between 1907 and 1910 called - "Women and child wage earners in the United States."

When the results of these studies were made known to the public it was seen that the rates were surprisingly low. The conditions under which women and children were working were deplored. The wages they were receiving were held up to ridicule. It seemed deplorable that in a country with the social standard we

-22-.

.SERATE CULTRA SER .TIT

. They all Alight . I

nav let a turdete the let a turdete the United States and see shat protress and and mult along the trube rointed out of Lustralia and New Tealand.

The first state to pass a stalant-sage low was Examplements to 1312, the low was to become offective to 1613. in 1963 state states, California, Colorado, Minnesota, Mohrada, Cregon, Wab, Tembisgion and ciscometa, samed iams which were to ald remou and minors. Thus we and the year tell was the year in which the statements really bed the earth in the United States. This interest was the result of the redden realized.

and that the sumbals of women is industry sure very large.

essèrer, ester en frind to be in the militan, erne l'a duaire to ener l'a duaire

rea enotioning in a series and estimate and

about to determine the stands of women in industry. The most algolficant study made was that of the Federal Governmant boreau 1907 and 1910 called - "Noman and inthis ways estudie to the Unite Status."

when the results of these states were add cody

to the public it was seen that the rates and successfully low. The consistions under which would and children were wouldny were deployed. The were they work receiving were hald up to ridicule. It evened deployeble that is a cousing with the model standard we

.-32-

professed to have, such conditions would go on.

B. Political recognition.

Public opinion arose in such a protest that the Progressive Party felt it advisable to adopt in its platform in 1912 a resolution favoring a minimum wage for women and children.

It was only natural that in reply to the plea of the Progressive Party something should be done about the minimumwage for women and children question. Although hardly victorious politically, our minor political parties often do a great deal to aid our social standards. When public-opinion is aroused on a subject it is quite often because of the urging of the minor parties. The major political parties realize they can not afford to overlook the points and they adopt similar platforms. Thus the minimumwage gained political recognition.

C. Australian and New Zealand influence.

The advocators of the minimum-wage turned to Australia and New Zealand to find what had been done and to see how their legislation would best be addpted to ours.

Two things which were favorably viewed in these other countries failed to find favor here. These were male minimumwage and compulsory arbitration. 1.

It was felt that these two things in some way were giving the government too much authority over the home. Many of us remember that only quite lately when the "child labor law" was being advocated in Massachusetts, the greatest argument was that it diminished the right of the home. Even the churches in some

-23-

^{1.} The Development of minimum-wage laws in the United States 1912-27. U.S.department of labor (Bulletin of Womens bureau No. 61.)

.no og bluow emolsibnos nous , oved as beausion;

B. Political requention.

abile epinice ireas le aut a protest that the regressive Perty felt is advisable to shopt in its plasform in 1912 e resolution fevering a minicum vage for wines and children.

the intereseive Furthemathing should be done about the minimumess for women and children question. Although hardly victorian politically, our about political parties often do a great-quest to and our sould standards. When public-opinion is aroused on a subject it is quite often permus of the uning of the miner parties, he rater collited parties they can not afford to overlook the points and they dopt similar platforms. Thus the winimuade stand political recomities.

C. Sustralion and for fonland infigures. • The advoctors of the minimum-rage turned to sustrally and New Remand to find what bad doep dore and to see hew their legislation would best be addpted to curd.

Two things which were favorably viewed in these others other countries failed to find favor hare. These were male statute-

It was full that there is thing is some we things is some we wave giving the proverment too adoh authority over the hame. Henry of us remember that dair quite latery when the "child labor law ago being advocated in Memorynantia, the grantest argument way that it diminished the right of the house. Note the churches in some

"The "streingname of minimu-ways lows in the United States 1915-27.

instances urged the defeat of the bill saying it would mean the endorsing of government power over the homes. The bill was rather roundly defeated.

Different countries are of different temperaments. Therefore the United States recognized the things in the Australian laws which would be adaptable and in general did try to take the laws of these countries and by adding and subtracting make them adaptable to our needs. At this particular time the great interest was concerning women and their position in industry. Massachusetts was the Pioneer state. Michigan was close second. In 1912 and 1913 both of these states appropriated money to investigate the conditions under which women were working in their respective states.

When these investigations were received it was found that they too quite naturally showed shockingly low rates being paid the women in industry. Massachusetts rose to the occasion and passed immediately a minimum-wage law for women and minors. Almost as quickly the leaders in eight other states urged the same and by 1923 eight more had put laws much like Massachusetts on their statute books. 1.

The second group of states included Arizona, Arkansas, Washington D.C., Kansas, North Dakota, South Dakota, Texas and Porto Rico. 1.

As might be expected the laws which were first passed in the states were many times amended. The greatest surprise being how well they were framed in the beginning and although quite naturally they have been freely revised, the original framers so

-24-

Holcombe, A.H. - The effects of the legal minimum wage. -American academy of political science. Philadelphia - 1917.

intrantes irged the defeat of the bill series it shuld have the emirates of soverment power over the horses. The bill was rather roundly defeated.

bifterent connertor are of different terrentia. Therefore the builted St. Her recommined the values in the Automation there which rould be shapteble and in personal ald into to take the term of these solutions and by shiing no subtracting and the shapteble to our means. At this performine thes the proof interest and the fibres and their performine thes the proof interest are topressing when and their performine the term atom interest are topressing and their position in insuring. Mean addition are the fibres and the fibre provide above the tries the state interest both of these states appropriation area above assould. In 1912 and 1913 both of these states appropriation areas to investigate the readition while which which were appropriation areas the investigate the readition

the they the outle materally showed anoshingly los rates bains out the reaso in industry. Inserving the rose to the exception and proceed insectionally a minimum-range law for when and shore. Inone as cuckly the leaders in sight other montos depid the same and by 1923 andro more had put leve and like isomethinders on their stotethe books. I.

town these is briefer and some to be and in and found

The recend group of status included artsons, afreque, Hashington 2.3., Senses, Horth Depats, South Depate, Terms and Forte fide. 1.

As aight to separated the laws which more first possed in the states ware many times amended. The gradest surprise words how wall they ware framed in the regiming and although quite esturally they have been freely reviewd, the original frames so

Internet, J.F. - The effected of the lass distance man. -Another assister of polylighterizate. Nulliderylia - 1417. well did their work that the laws have readily lent themselves to revision.

D. Legal controversy.

There have been two main sources of their amendment, one a favorable one, the other not so favorable. The first came in the form of agitation by friends, the second appeared in court attacks of people or usually employers to be exact, who are not benefitting by the laws.

The results of this have not been very encouraging to the advocates of minimum wage. When cases have gone to court it has in general been to the disadvantage of the minimum wage supporters.

In 1919 the Nebraska legislature repealed the states laws. In 1921 Texas did the same for theirs. In the District of Columbia, Arkansas and Arizona, the United States Supreme Court has declared the law unconstitutional. In Porto Rico and Kansas the State Supreme Court has done likewise, basing their decisions on that of the United States Supreme Court in the District of Columbia ruling. In Minnesota the Attorney General has ruled also that the Minnesota law provisions are unconstitutional, also basing his verdict on the District of Columbia case. ¹.

Wisconsin has passed a new set of rules after finding her previous ones unconstitutional according to a Federal District Court.

Even the most optimistic must admit that the outlook

The Development of minimum wage laws. - U.S. Department of Labor. No. 61. pp. 4-5.

to revision.

. taraverdado lenal .C

District Court.

there have been note the other not so favorable. The first same in the form of maitables by friends, the second appeared in court effects of people or vaually splayers to be areas, and are the besetiviting by the laws.

The results of hits have not been very encouraging to the advocates of minimum very. Then cases have sume to dours it marine constal amon to the disodynators of the minimum very strootrees.

In 1910 the neorests legislateries repeated the strees lans. In 1921 Young and the sum for theirs. In the Surrous Court has Acolared the law undocustifulianti. In 1970 Theo and Kamar has Acolared the law undocustifulianti. In 1970 theo and Kamar has Acolared the Court has done likenias, main bacts docisions or thes of the United States Ourear fourt in the matries of Columbia ruing. In Minneore the Stormer fourt in the instrict of the Storesone has provisions are undone then ruled has the Pinnesone has provisions are undone in the store of the Pinnesone has provisions are undone in the store of the Pinnesone has provisions are undone the store, when the Pinnesone has provisions are undone in the store of the Pinnesone has provisions are undone in the store of the Pinnesone has provisions are undone in the store of the Pinnesone has provisions are undone in the store of the Pinnesone has provisions are undone in the store of the Pinnesone has provisions are undone in the store of the pinnes of the District of Columbia cone.

dent the most parimite the state and that the outlood

The Revelopment of Disign Mage Lews. - U.C. Department of Lever.

is not so bright at the present time. In the states where their laws were held unconstitutional for adult women, only one, Wisconsin, has attempted to remedy the situation by passing newer laws which may be deemed constitutional. ¹.

It seems to be a fact that for the present at least the cause has been dropped in most of these states. Massachusetts has been a consistent worker for minimum wage and if the other states are to reconsider and attempt minimum-wage legislation again it is highly probably that they will turn to Massachusetts for ideas. However, Wisconsin did not follow the lead of Massachusetts. Rather, Wisconsin tried to get the same results she did have before her laws were found unconstitutional by passing a negative rather than a positive role. ^{1.}

The old Wisconsin law said that a wage <u>must be paid</u> which would provide proper living while the newer one says "no wage shall be oppressive." It is hard enough to determine the rate necessary for a proper living and it seems that this term will prove even harder to define financially. Wisconsin also has a second feature in that it allows an employer to be given a license which makes it legal for him to pay all of his employees <u>less</u> than the rate set by the commission providing he can satisfactorily establish the fact that he is unable to pay such a rate.

1. The Development of the minimum wage laws - U.S. Department of Labor. No. 61. p.5.

-26-

is not so bright at the transmi sime. In the states where their line were held decomplituational for addit women, only one, Theorem, has attempted to remain the situation by passing never laws which may be beened constituational. 1.

It source has been dropped in must of these states. Neresonwatte the course has been dropped in must of these states. Neresonwatte has been a consistent worker for minimum ways and if the other states are to reconsider an estempt minimum-ways inglightion again it is mighty probably that they will turn to massachisects for ideas. However, suscerain and are failed of Massachusette. Tother, disconning tried to get the sume really abs dif new before her leve whe found unconstitutional by passing a negative retair these a possibly role.

raite rolls novios proper living while the never one says "prowere shall be oppressive." It is hard enough to determine the rate measury for a proper living out it eccess that this term will prove such harder to define financially. Successing the has a second fracture in these is allows an employer to be given a liednam which makes it is for him to pay all of his mailoyses june that has rate as by the completion providing he can estate the take the fact that he is finable to he can estate the take the fact that he is finable to he can estate the set he fact the fact the set he is the set of the take the fact the is allowed to be a state and loyers in the set he fact the fact the set he is the he can estate the take the fact the fact the set he is the set of the fact the fact the fact the fact the fact he is the set of the set of the fact the fact the fact the is the set of the set of the fact the fact the fact the set of the set of the fact the set of the fact the set of the fact the f

"The Development of the minimum wags lows - U.S. Department of Indon. So. 51. p.e.

This is based on the law in Massachusetts which permits the employer to petition the court when he believes he can not meet the commissions' rates. The Wisconsin law simplifies all this by giving the commission the right to grant such license. ¹.

The question is whether or not these two Wisconsin changed laws are going to prove satisfactory by convincing the court that they do not interfere with freedom of contract between employer and employee.

It is hardly advisable in this paper to study those states wherein the laws have been declared unconstitutional if for no other reason than that dead letter issues are not interesting. Massachusetts is still busy with preparation for laws and will probably offer new ones soon for legislative action.

Therefore the better plan will be to study the general activity of minimum-wage and then let us consider Massachusetts legislation.

E. Social aims.

The purpose has been in all the laws to establish a minimum wage for all women wage-earners that will enable them to support themselves in a proper and healthful manner.

It has claimed by the friends of the minimum wage that many women in industrial occupations were paid a wage so low that they were not able to provide this for themselves. It this be so they will naturally be in ill health and dependent in the end upon charity either public or private for existence. This situation would be detrimental to the best interests of society.

1. American Labor Review - New York 1925. (December) p.325.

-27-

the deployer to petitica his court shap he believes he can not anot the contactors' retor. The Wiscousin has almplifies all the organizations' retor. The Wiscousin has almplifies all the by giving the contactor the right to grant such license. The question is emerner or not these two Wiscousin changed into the solng to prove satisfactory by constanting the court that they do not incerfore with freedom of continent be-

securit where ar manage and an aldemixed vibied ar al

Atares whirein the laws have been declared unconstructional if for no effect reason that their their loanes are not interesting. Dissemblished is will bury with propersion for lows and will probably offer new ones area afon for ingletanty, action. Therefore the better plan will be to study the gament antivity of minimum-rage and then let up consider Meanschusette

. make Deloos .N

The purpose has been in all the laws to establish a minimum ways for all women ware-estmars that will spable than the augure themselves in a proper and nonithful estmer. It has claused by the friends of the minimum ways

that they were in industrial occupations were your a rapp to low that they were not able to provide this for transsives. It this as so they will neturally be to ill basitb and dependent in the ord when charley either public or private for existence. This situation would be detriesmined to the best intervents of wedging.

" American Table Meview - New York 1985. (Debember) 1.325.

The reason for the employer being able to hire women at such a rate is that they are usually aided by other members of the family and are not therefore entirely dependent upon the salary which they receive themselves for a living. However, in the end when they no longer receive aid from others it is a well established conclusion that they become charity dependents. Thus it is urged that the state should guarantee a wage which will completely support the woman who does full time work. Just how they are to guarantee this is a question. Every state has decided upon different ways.

F. Type of laws.

There have been two general methods. The first is to establish a fixed minimum-wage which is sometimes called"inflexible" and say that no lesser wage may be paid. The second method is to create a machine which will establish minimum wage rates when the occasion requires it. This is called a "flexible" method.

When there is an inflexible law the first minimum wage set becomes the set inflexible rate until amended by law. This is rather unsatisfactory as standards of living change, also conditions of trade as well as the cost of living. It is well known that amending laws is not a matter which is easily accomplished. The other method gives to the decisions of the commission the aspects of law. Thus, they are flexible and the rates may change whenever the commission finds it advisable to change them. An auch a rate in that they we callly alded by other memory of the hally and are not therefore antirely dependent and the salary which they meetre therefore for a living. However, an the and when they no boson resolverals from others it is a rat astactioned avoid rates that they because should dependence. Then it is unged that they because should dependence. All, depolately supports the schem who have full time work. And boy they are to summalize this is a useblen. Every state has depided arow different wave.

Thore have been been and the general methods. The first in establish a fixed minimum-rays which is somethod melled"inflaxible" and my thes no threat yage may be paid. The needed withod is to grade a miching a field bill establish minimum when rates when the constitut seminives it. This is called a "flaxible" method.

F. Spee of Lans.

"Den ihre in an inferiole is the first minister wave are isolate the and inflexiole rate until anoided by lev. This is rather ansatisfactory as standards of living shares, als conditions of trade as real as the and of living. It is mall have the associate isom to add a matter which is easily about plasted. "The of or mained cives to the desirions of the complesion the angette of law. Thus, they are findible and the rates alon the angette of the bandword first it adjustic to an anois them.

•

Only a few of the states adopted the first method, namely, Arizona, South Dakota, Utah and Porto Rico. 1.

G. Process of establishing a wage.

There is no argument which holds any weight which can be advanced in support of the inflexible as being better than the flexible rates. Therefore we would better consider the flexible ones.

The basic principle in the working of the flexible laws is to have a commission established which is appointed by the legislature. This commission established the minimum-wage rates.

Roughly speaking the commission investigates the cases which upon sufficient advice it deems necessary. This usually occurs when they learn that a considerable number of women workers are receiving a wage which will not provide them satisfaction of health and ordinary living.^{2.}

Then this certain industry is investigated and a cost of living chart is drawn up, which to the best of their ability shows how much a woman should be earning at the present time to satisfy the health and welfare requirements.

If the commission finds that a considerable number of women are receiving less than this amount it establishes a wage board and holds hearings and meetings to establish what the minimumwage shall be. After a wage rate has been decided upon, a public hearing is held which hears all arguments before final publication of the decree. The rate finally decided upon then becomes the lowest rate lawfully payable to any woman or minor worker on full

-29-

^{1.} The Bevelopment of minimum wage laws - U.S. Department of Labor. No. 61. pp.8-9.

^{2.} Wage boards and their work. - Massachusetts pepartment of Labor and industries. 1928 - p.1.

annoly. Marke of and Atalas adapted the fline noticol, d.

There is a arread which holds any veight which each be edvanced in support of the infloxible as being petter tive the floxible rates. Meavefore we would better consider the floxible ones.

the basic withminds in the working of the flexible land

is to have a consistion established which is appointed by the investigator. This consistion established the rinimum-ware releas. Receiving the constant of constants the constant of the cases

etion upon aufitoient edvice it deams needsadry. This cautily become area they leads that's considerable curber of votes worker are receiving a sume which will not proving them setisfacted of besith and ordinary living. 6.

Then this certain industry is involutioned and d soul of living chart is drawn up, which is the best of their shilling shows haw such a voter should be sarding at the present time to setters the besich and voltare requirements.

1. sednos alderabience a teda abail activitation eda. 11

wowe are receiving lost that this emulai it establishes a wega hostd and holds bedrings and weathaw to establish that the minim wars shull be. Star's adde rate has been decided ands, a public resulng is hald which hadre all arguments before final publication of the decree. The rate finally decided upon took because the lowent rate involvit sateble to any summer or start worker on tall

"the Development of minimum ways laws - U.S. Separtment of Lever.

"dem boards and their work. - (hishadhuastha barallent of T. bo

time schedule.

The ways in which this is done vary with the legal status in the various states and also with the whims of the legislatures and advocates. Fundamentally however this is the route followed. The first question which arises is, "Just how many women are affected by the minimum-wage laws?" Let us examine the different state statutes and see. Some of them given here will give us our answer. -

"Women and minors in any vocation, trade, pursuit or industry" - Colorado - Kansas (1915) - Oregon.

"Women and minors in any business, industry, trade or branch thereof." - District of Columbia - Minnesota - North Dakota.

"Women and minors in any occupation, trade or industry " - California - Texas - Washington.

"Women and minors in any industry or occupation" -Kansas (1921)

"Women and minors in any occupation" - Massachusetts -Nebraska.

"Every person who is in receipt of or is entitled to any compensation for labor performed for any employer." - Wisconsin.

"Women in any of the specific industries or occupations listed." - Arkansas - Colorado.

Under the last two states it was found that such industries as "any manufacturing, mechanical or mercantile establishment, laundry transportation or express company, hotel, restaurants, telephone or telegraph business was listed. ^{1.} 1.Development of minimum wage laws in the United States. U.S. Department of Labor. No. 61. Chart on p.13.

Alabertan amile.

and very in the residue is which the house wary wish the logal Anatom is the residue states and also with the shims of the logisticitations and advocates. Sundamentally however this is the route fallowed. The first quantion which erises is, "hat how cany women are afforded by the minimum-rests inweft" let us are ins the different graces statutes and set. Some of this given best will give us our support.

"tomas and almore is any vocation, train, paralls or industry" - Colorado - Sanone (1916) - (recon.

"Tomen and rings is any business, tadustry, truis or brash tioreof." - distilat of dolumble - Munseols - horen.

- celifernia - bares - bares - bares

"Women and moore is any industry or mouperion" -

"depression - "morreste in any senterion" - Mustechasti- -

"avery retace who is in receipt of or is subline to any compensation for ishir performed for any exployer." - Visconsin. "Yourn is any or the specific industries or compations listed." - irraness - Colorado.

bigher the last two restants it was found that such industries as "any manifesturing, mechanical of acreatile establightmans, launity remargarisation of express company, botel, restourants, telephone or velocraph methods was listed. 1.

Ł

. Herelegand of minimum same laws in the United States. J.: Repartment of Inder. No. 61. Units on n. 15. This shows us that the laws really applied to about any women occupied in gainful occupation. Any amendments which have been made have been to increase the scope rather than decrease it.

A chart which shows the real number of women affected by the laws and the whole number working, as well as the number who could possibly be affected by states, follows;-

2

1

3

State	Number of Women Workers	Number to whom wage law could possibly be applied.	Number to whom it is practical to apply the wage law,
Arkansas	115,810	35,032	16,652
California	286,647	191,429	157,493
Colorado	62,587	39,513	30,225
District of Columbia	92,626	60,119	60,113
Kansas	92,510	56,502	42,651
Massachusetts	503,155	422,623	374,940
Minnesota	164,066	86,081	86,081
Nebraska	71,789	42,249	34,125
North Dakota	28,328	9,522	9,522
Oregon	54,492	35,854	29,836
Texas	303,843	84,378	84,378
Washington	92,900	62,616	52,441
Wisconsin	182,365	130,636	101,800
Total	2,051,118	1,258,568	1,080,257 1.

1. Development of minimum wage laws. - U.S. Department of Labor Bulletin 61 - p.15.

the superior program by the second states and the second states of the s 2 2 2 4 . • 192 c • , e • , ę a 1. 2 . . e e e e e. e

The third column is obtained by subtracting, in most cases, the women in domestic and agricultural service. It will be seen that by comparing the first and second column many women are either employers or have professional positions or are supervisors, or in some manner are so employed that they do not come under the terms of minimum-wage. Thus the group in column three are the ones which really are affected by the minimum-wage laws. These are the women in stores, factories, hotels, restaurants, etc.

It is well to state that in the states where the greatest percentage of women would come under the laws, the most has been done to apply a minimum wage, as for example, in Massachusetts. There are also charts which tell us of the number of minors affected and the sex of the minor.

All the states having laws, regulate them for both male and female minors except Arkansas. The ages given for minors vary from fifteen to twenty-one years of age. Minnesota applies her laws for males as far as twenty-one years of age, while Texas stops after fifteen years of age is reached by either male or female.

Most of the states have laws granting licenses for lower wages to those incapable of earning a minimum wage. Provisions are also made for apprentices and learners. This is protection for the employer which will enable him to pay less than the minimum established to women who are not yet proficient enough in their work to earn the minimum rate. However, time limits are set in the various industries which make it impossible for the employers to maintain a status of learner or apprentice

-32-

The plain optimation of antipulation of and and and a some that and an administered antipulational satisfies. It will be some that by comparing the thest and months making and some see without ampleters or have professional possiblers of are supervisions, of in one ended are to employed that surp do not sure undervisions, of terms of chalemeters, that are grady in optimar three are the date which really are affected by the chalings wage thes. These are the some in ators, factories, botals, restouriests, who is a main three the store, factories, botals, restouriests, who is a main three the stores, factories to the store the store of the some in ators, factories, botals, restouriests, who is a main the stores, factories and the store the store the

ar store persentare of somen would come unter the laws, the main as near then to explore minimum maps, as for example, in bomeschuperte. There are also charts which tell us of the number of simula articlant and the car of the miror.

All the status beving leve, regulate then for best hale and fearle althoug exampt incomes. The ages given for minors very from Mifteel to Svenif-oup years of egs. Minossole spalles bot leve for males is for is tradity-oue regue of age, while force stops show fifteen years of age is reached by althou while of reads.

tot sources interes awai even assesse add to serve

lower wares to those inericals of earding a minimum with. Frommitded are also made for approxitions and learness. This is protection for the support which, will emphie his to per less that the minimum established to reman who are not yet proficient anongs in their work to seen tos minimum rates. Morever, the limits are say in the verieve industries which mish it inconside tor tos explorers to maintain a so the of laterer is represide for any unfair length of time.

Now we come to the question of "Who are the members of the commission?" Speaking in general for all the states, it is fair to say that the general rule is that the commission shall include an equal representation of employers - employees; thus both parties to the affair are to be satisfied. In addition to this a member who is impartial is usually appointed by the Governor of the state. There are usually three members on the commission and at times there are five.

The labor or employee representative is appointed in most cases by the Commissioner of Labor. Often all are appointed by the Governor. However, both sides are always represented. Most states also provide for the presence of a woman on the commission. There are also provisions for compensations for service on the commission, some states making none, others paying for service by the day and also paying traveling expenses. Washington pays a salary of \$7,500 to its members, while Arkansas, Texas and District of Columbia pay nothing.

There has been a tendency to subordinate minimum wage administration to other activities by combining the department with others. For example, the placing of the wage commission with the Department of Labor or Industry.

In Massachusetts one goes to the Department of Labor and Industry for minimum wage information and not to a separate Department of Minimum Wage.

-33-

in any unfold langth of him.

of the constraint?" Crewiting in general for all the states, it is fuir to say that the peneral rule is that the constants and include as angul removementation of washparts - anglates of them both perfire to the effeir are to be seriefted. In addition to this a monter who is importing is urbanly three matches on the Governor of the signs, frem are to be seriefted by the constants of the signs, frem are to be seriefted by the

-

in post trass by the Condention of February of Star all are appointed to the forminatoner of February of the presence of a specialed to the forenation former, both sides are always refreezoist. Not states also provide for the presence of a rectar as the contistion. There are they protected of the rectaring to service on the conteston, some states match acts, others reping for services by the day and also paying itsvaling expenses. Schlagter pays a silary of \$7,500 to its nembers, while righters, fores and District of Columbia pay artisted.

Torre has been a tenimor to superdista erainun were administration to other satisfies by combining the department with others. For example, the placing of the ways boundaring with the department of indor or industry.

in bissingthe are fore to the Department of Ishor and Industry for matimatics with information and not to a separate Department of Winishing Vage. Many believe this to be the cause of some of the poor work or rather the reason why better work could not be accomplished.

By subordinating the Minimum Wage Commission it has been hampered financially also. If better facilities were given the Minimum Wage Commission with which to work it seems safe to say they would do more and better work. This is no reflection on the Labor and Industry heads, they have much to do and the Minimum Wage must find its place in their schedule. If there were a separate Department of Minimum Wage with all its interest centered thereon, it would naturally do more for the movement.

It is also well to say that the states where women have served on the commissions have been the most active. The laws being for the women it should follow that they should have a spokeswoman on the board.

There is the question of whether or not people should serve with or without salaries on the commission. It would seem that it would be better to have people who received no salary but were directly interested, this being often impossible as many times the best qualified mentally and in character, might be unqualified financially. However it is sure that it should not be made a political plum and it should not be included with other duties. Thus a person capable of doing the work would receive a fair salary not high enough to attract the plum seekers but adequate to support one able to perform the duty.

> Now let us see what the commission does. In short it -1. Investigates the conditions of the women workers.

-34-

work of rather the reade the batter work could not be conceptioned.

interpret financially also. If batter facilities were given the statistic ways dension of the which he work it scenes area to any that would do mice and histor work. This is no collectic on the labor and industry monte, they have much to do and the Mission ways was field its place in their sciendule. If there were a supervise department of Minimum were with all its intervent beninged thereon, it would auturally do door for the argument.

here arred on the some slope any that the most source. The lare being for the some it should follow that they should have a spokessomer on the bound.

there is the question of enciter or not recepte choust acres with or without salaries on the commission. It would seen that is would be better to have people who received no selary but ware directly interveted, this bette after impossible as many timme the heat qualified mentally and in character, might be organified financially. Comment is is ante that it should not duttes. The s person expeties of datage the more would receive a fair salary no also monaphe to attract the more would receive afferents to attract the perform the datage. In a data first solary in a person expeties of datage the more would receive afferents to attract are oble to perform the datage. In about to first infine the see what the commission datage. In about it.

. investigates the conditions of the want wrent .

2. Determines a living wage for them.

3. Declares a minimum rate to meet it.

4. Enforces the rate.

The various states differ only in the methods of doing this. The various laws provide for investigation of factories and conditions, subpoena of witnesses, examination of pay rolls, requirement of statements by oath, information on all questions deemed proper to ask. ^{1.}

Thus the first step is satisfied. After receiving all the information regarding the existing conditions the commission sets out to determine what is a living wage for the women. This is done in two general ways. 1. By obtaining information from the women workers on what they actually spend on different items. 2. By preparing, with all the helpful agencies contributing that are possible, a model budget. ¹.

It is true that all people can not live on the same amount of money, but an attempt is made to strike the medium for them. Such agencies are employed as; Agents, Interviews with YWCA., Merchants, Men of Professions, Settlement House and Worker, Labor statistics, Economic statistics, Cafeterias, Lunch rooms, Chamber of Commerce, Employers, Employees, Persons furnishing necessaries of life, Professor's of Economics. Every effort is made to aid in the establishment of a proper amount as the minimum wage.

If the Commission decided that the wage being paid falls below the wage suggested by their budget they decide a wage board is necessary in most cases. Sometimes certain states

1.-Wage Boards and their Work - Mass. Department of Labor and Industries - September 1928. pp. 2-6.

-35-

3. Determitens a living rage for them. 5. Decisions a minimum rate to more it.

4. Maloress the rete.

this. The various states utries only in the methods of doing this. The various laws provide for investigation of festeries and quaditions, subposts of statesses, examination of pay rolls, restratesses of arstements by sath, information on all quantions desced proper to set. 1.

Total the information reprising the exterior, ther requiring all the information reprising the extering conditions the consistence acts out to dorwanter what is a living ways for the massa. This is done in the peneral ways, I. St outsing the information from the scane rockers on shat they extend is spend an different items. 2. By properties, with all the helpful spend as

anovat of anoar, but ab attaunt is ando to strike the value. for these then anoactes and antioped art Acots, Interviewa atta TRA, Merchanta, Mar of Frefestions, Rettinger: Fouse and Morker, Isber attaining, Second estatistics, Calestarias, Acces rooms, Cambor of Commerce, Mapleyers, Amploymen, Serachs furstabling recentering of 110, Frefestion, Schoole, Serachs front strict is more to att in the establishment of a proper

If the domainston decided that the wage being paid fails below the rege suggested by their budget they doulde a sage board is measurery in must makes. Rometimes certain states

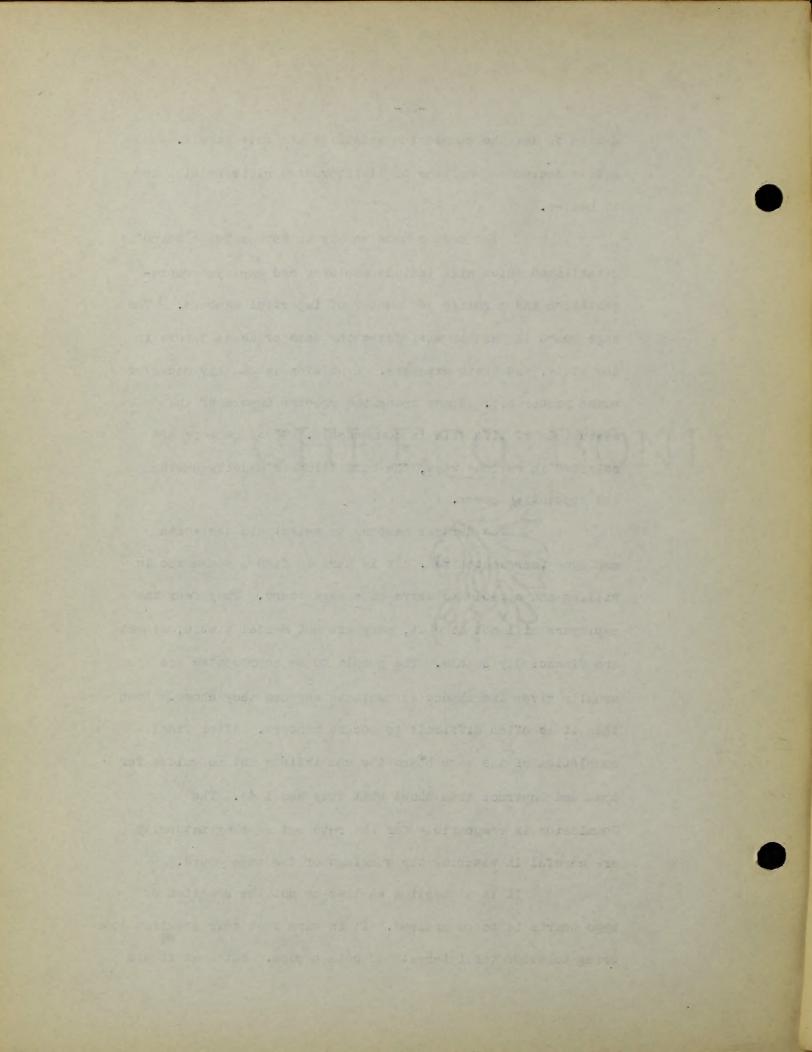
1.-Nega Sourds and their York - Mass. Diperiment of Labor and Industrias - September 1905. pp. 5-0. decide to let the commission establish the rate itself. Others decide a committee of disinterested citizens will do it better.

The more common way is to have a "wage board" established which will include employer and employee representation and a ruling odd number of impartial members. The wage board is paid in most cases the same price as jurors in the state, and their expenses. Provision is usually made for women membership. Women being the greater buyers of the essentials of life this is commendable. These members are selected in various ways, the commissioners usually having the appointing power.

The hardest members to select are the women employee representatives. It is hard to find a woman who is willing and capable to serve on a wage board. They fear the employers will not like it, many are not mentally able, others are financially unable. The people to be represented are usually given the chance to nominate any one they chose. Even then it is often difficult to secure members. After final completion of the wage board the commissions act as guides for them and instruct them about what they shall do. The Commission is responsible for the rate set so they naturally are careful in watching the workings of the wage board.

It is a question whether or not the creation of wage boards is to be praised. It is sure that this creation does bring together the interests of both groups. But does it aid

-36-



or hurt harmony between them? Some contend it would be better to have the commission set the wage as it does in some states without having a wage board. The Commission represents both factions itself so why bring on another board which merely increases the numbers of the representatives. Of course it does provide actual representative employers and employees, that is sure. However there are arguments on both sides.

In order to estimate the cost of living as a means to establish a minimum wage the usual form is to concentrate on the following items and thus prepare a budget. This is a suggested form and Massachusetts is the only state which really follows it "to the letter." Both factions make up budgets and then compare them and come finally to an agreement. This becomes the minimumwage for that time.

As stated, although not actually followed in all the states, this chart is the basis used largely by all of them to determine the wage. Under different items, different things are sometimes included, as for example - at one, Newspapers and Magazines were included under Self-Improvement.

Form For Estimate of Cost-Of-Living Budget. Minimum required to maintain a self-supporting woman in good health and decency.

	Items.	Amount Per Week.		
1.	Board and Lodging	\$		
2.	Clothing	\$		
3.	Laundry	\$		

-37-

or burt harmony between these fore contend it mould to parter to here the commenter and the ware as it does in sine states without noving a race board. The framission represents both fortions itself so shy bring on another board which marshy instance the adobure of the representatives. Of course is then preside scitcal representative apployers and amployees, that is sure. There is are another on both sides.

estabilab e sintena ese the usual form is to conventuate on the following items and thus provide a vodgel. This is a suggested form and limiteducerts is the only state origin really relieve it "to the letter." Both feedbac webs of bodgets and then convers then and one finally to as estrumon. This isomers the statemeeted for the time.

As states, although not setually followed in all the states, this chart is the basis and introly by all of they to depend an the ward. Under different items, different things are scratical included, as for example - at one, Berepapers and Regularso more included under dell-Improvement.

fore for farings of Cost-Of-Tring Rodget. Maines required to maintain a sail-supporting mana in soci bealt and decency.

. inen Tel JELPARE

heinbol has track .!

· DODENT .

- Smidtelo .S
- S. Lengtry.

4.	Doctor, Dentist, Oculist	\$
5.	Car Fares	\$
6.	Church	\$
7.	Self Improvement	\$
8.	Vacation	\$
9.	Recreation	\$
10.	Reserve for Emergency	\$
11.	Mutual Association Dues	\$
12.	Insurance	\$
13.	Incidentals	\$
	Total	÷

It will well be understood that there has been frequent conflict on the boards over various items. A Majority vote has always settled the question on each item but it is always if possible debated long hours in an attempt to get a unanimous vote for the sake of harmony.

Round Table discussions have been the most accepted form and the best it seems. The figures telling us how long these boards have worked or rather how long their meetings have extended is shown by these figures for 1927.

Number of	in our by search	2 days	3 - 6	more than
Boards	l or 2 days	to 3 months	months	6 months
96	30	41	16	9

The Cost of living chart and the minimum-wage established have in most cases been almost the same.

Because of the flexibility of most laws as before stated, the cost has been different each time the survey has been

-38-



- . Lottor, Sentist, Coulies .
 - DALE LEVE
 - investi
 - rassvorgel 1105 .1
 - California .
 - Redrestion .
 - 10. Rossive for Dergansy
- 11. Writed Association Duri
 - 16. Tant ones
 - 13. Inoidentals

It will well be unurated that there are here from an realistic on the courds over verious sters. A legarity role has simular settled the question on each item til it is simale if roughle debeted ison nears is an attach to get a upenious sots for the sets of paramy.

Nouse Table discussions have been the most manpled form and the best it weres. The figures telling up his lass they bounds have worked or former now long their monthes have extended is above by these figures for 1957.

Mandor of Josefa 1 or 2 days 2 days 3 -0 more that 2 days 4 to 2 months months 5 mon

. ton wis tranks ayed asses duos al

Because of the fiering of some laws as bolors

made. Massachusetts is an example and will be shown later. The cost-of-living rises and falls, therefore the minimum-wage to be consistent must do likewise. States having unflexible laws could not provide for this, as they set a minimum wage by legislation and it stays until amended.

In the flexible states the rate is established at each controversy and this rate (as established by the commission) becomes the rate of law. After the rate is established, in order that it may become law, public hearings are held. Some states even provide for a hearing before they decide on a rate, the hearing being public, and some require both hearings before establishment and before becoming law. Wisconsin is the only state not requiring a public hearing before the rate becomes law.

After the rate is established by law the next question is, "How is the rate enforced?" Here we must remember that as many states have had their laws declared unconstitutional it is hard to say how they are enforced. In most cases where they are enforced it is by penalty of fine, in some it is by provision, and in others by both. Massachusetts requires newspapers to publish the names of all violaters of the laws. All states require employers to post the notices of hearings and various documents in order that their employees will know what is going on.

The U.S. Department of Labor says that, "After a stormy career, minimum-wage laws seem to be in a very

-39-

unda. Madimunaties in an armagin and will be shown later. The sous-of-living rider and falls, therefore the malmen-week as he consistent must as likewise. Atoice inving unflexible lass outly for trunide for this, at lary set a minimum ways of incluintant and it stays tatil consided.

es esob controverer est tire rate (as established by sta commassion) company the rate of law. After the rate is estabitated, in order that it may vesses int, mulie hearings are built. Some states com movide for a bearing bei te they destate on a rate, the company bank prolite, and some require both bearings before somabilisheadt and before becoming law. fore the using batters for an trajuring a public batting te-

ndmatrix is, "Nom is the rate subwread?" Are we must submatrix is the is rate subwread?" Are we must unacconstitutional is is hard to say now they are calouded, is most cause shore they are defineed it is by penalty of rise, is some it is by provision, and in others by bold definitions is acquired nearspaces to publish the nears of all violators of hearings and various fourth is any order that reals andioness all includes and various fourth that reals andioness all includes and various fourth of the rate of hearings and various fourth in order that reals andioness all includes and various fourth that reals andioness all includes the is point and the real andioness all includes and various fourth and the real of the second second and the second of the real and the second second and the real of the real and the real of the second second and the second the real and real of the second second and the second of the real and real of the second second and the second second the real and the real of the second second and the second the real and the second second second and the second second the real and the second second second and the second second the real and the second second second second second second the real and the second second second second second second second the real and the second second second second second second second the real and the second second second second second second second second the second second

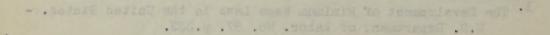
ter s.c. ad of dans and agan-minining . Testes to be in a ver

dubious position as far as mandatory enforcement of wage rates is concerned. The higher courts of the state have held these laws to be constitutional but the Supreme Court of the United States has come to a different conclusion." 1.

The Development of Minimum Wage Laws in the United States. U.S. Department of Labor. No. 67. p.323.

dublors position as far as wanderers efforement of were rates is competized. The higher courts of the state nove held these lass to be computational but the Sapreme Court of the Daltes states has turn to a different compation." 1

-





IV. CRISIS OF 1923.

In 1923 the Mihimum Wage advocates received their strongest blow. This blow fell in the District of Columbia where a case was tried before the United States Supreme Court, and the verdict given was to the effect that the Minimum Wage Law in the District of Columbia was unconstitutional.

The brief facts of the case are - A woman was employed in the Children's Hospital in Washington where she received a wage lower than that set as the minimum for women workers in the district. When there was an investigation the woman lost her position. She in turn protested on the grounds that she was willing to work for the lower wage and that by not allowing her to do so she was being deprived of her rights as granted in the fifth amendment of the constitution.

The constitution reads in the fifth amendment - "No person shall be deprived of life, liberty or property; without due process of law."

It was claimed that in this case the minimum wage law took away freedom of contract between the woman and the employer and thus in turn deprived her of property right without due process of law.

The defence claimed that the laws were the reasonable exercise of the police powers of the state or district to protect its women workers from the "conditions" which would arise under "other conditions" detrimental to their health and welfare. These "other conditions" would arise if a lower wage were granted, they claimed.

-41-

IV. CHISIN OF IGAN.

In 1925 the Status was educated receive could data stroked plan. This bies fait in the Matrick of Columbia above a case are tried colore the United States Sources Coupt, and the verdick strok was to the effect that the Mirian Says Lev 14 the Matrice of Columbia was unconstitutional.

The brief facts of the case are - 1 mains was unployed in the Omildren's Hospital in Meshington where the received a wave lower than that set as the minimum for screen workers in the district. Then there was all investigation the women tork ter and the crist in them frotested on the grounds that and wer alling to work for the lower wave and their tents of mot allowing her to do so abe was being terrived of her richts as granted in the fifth amendment of the constitution.

The domitiution readern the fifth meadamnt - "No youron shall be deprived of life, lingray of proverty; without

It was alaland that in this case the minimum ways inv took away freedom of contract between the women and the worldger and thus in ture reprired her of reoperty right without due procase of law.

The defence claimed that the laws ware the rousehild exercise of the police parenes of the state or district to protect its comen workers from the "o mittions" which which which where "other conditions" detrimental to their isalth and welfare. These "other conditions" would wrise if a lower ware were manual, they claimed. Thus the dispute arose as to whether or not the law should be considered as unconstitutional in that it deprived citizens of their rights, or whether it was constitutional in that it was a means of bettering their conditions. The adverse decision was so broad in scope that it has thrown doubt on all the other state laws and general shadow of pessimism has risen on the horizon where the minimum wage defenders looked for success. The decision of the court was not unanimous and it will do to examine both opinions.

Mr. Justice Sutherland speaking for the court said,-

"The statute now under consideration is attacked upon the ground that it authorizes an unconstitutional interference with the freedom of contract included within the guarantees of the due process clause of the fifth amendment. That the right to contract ones affairs is a part of ones liberty as the individual protected by this clause, is settled by this courts decision and is no longer open to question. Within this liberty are contracts of employment of labor. In making such contracts, generally speaking the parties have an equal right to obtain from each other the best terms they can as the result of private bargaining." ¹.

In describing in more detail the question of bargaining and right of contract the court said of the Minimum Wage Law, -

"Is is simply and exclusively a price-fixing law, confined to adult women, who are legally as capable of contracting for themselves as men. It forbids two parties having lawful capacity -

1. Adkins Vs. Childrens Hospital - 261 U.S. 525.

-42-

Enue the dispute arous as to whether or not the is accurate be considered as ancorativitional to that it exprised citizens of their rights, or whether it was constitutioned in that it an a series of cetarring their conditions. The adverse description and as arousd in stops that it has there does on all the other actes into and separal shadow of possiming ine class on the herton where the sindaw wass defenders looked for success. The cetaring of the court was defenders looked for success. The cetaring both opinities and it was not the other.

Nr. Justica Diriverland specing for the court deter-"the anciete new opter consideration is extended when the ground then it contines an enconstitutional interforence with the freedom of contract includes within the guarantees of the are process closes of the fifth wandmant. That the signt to contract over effoirs is a part of ones liberty as the individual inconcess of this closet of the stated of the roles and the right to inconcess of the contract. Is setting of the role individual is an integer over to question. Within this liberty is contracts

of explorants of labor. In mains and contracts, proved by speaking the parties have an equal right to dotain from each other the rest terms they can be the result of private beresister."

In description in more detail the question of barelining

"Is is simply and exclusively a price-fining law, confined to whilt worme, who are legally as depuble of contracting for them weives as nes. It forbids two parties having lawfol cerestly -

under penalties as to the employer - to freely contract with one another in respect of the price for which one shall render service to the other in a purely private employment where both are willing, perhaps anxious, to agree, even though the consequence may be to oblige one to surrender a desirable engagement and the other to dispense with the services of a desirable employee." 1.

The court, when it had said this, continued and gave further reasons for its decision. It claimed that the economics of family groups were not considered in the budget of the minimum wage and it was obvious that one living in a family of workers would support themselves easier than one who must pay room and board. Thus many women could well afford to work for a lower wage.

Also the court said there was no basis for any statement which claimed that there was a relation between low wages and poor morals. They claimed that there was no proof that a woman who is employed at a well-paying position safe-guards her morals any more than one who is poorly paid. They also said there was no distinction between men and women workers in these respects,-"If women require a minimum wage to preserve their morals,men require it to preserve their honesty." 1.

In conclusion the court says, - "To sustain the individual freedom of action contemplated by the Constitution is not to strike down the common good but to exalt it; for surely the good of society as a whole can not better be served than by preservation against arbitrary restraint of the liberties of its constituent members." 1.

Adkins vs. Childrens Hospital - 261 U.S. 525.

-43-

under geanisies is to the exployer - to freely contract with one enoties to respect of the price for which one shall render sorvice to the other is a purchy private siglognant where both is willing perform envious, to agree, over though the scategories may be to oblige one to surrender a desirable environment and the other to dispense with the services of a casteble environment.

The space, when it had and this, continued and gave timiter exceeds for its decision. It claimed time the economics of fracty fraces were not considered in the budget of the minimum ways and it are obvious that one itving it a family of sorters and autoort thermalyes scaler tone the she wist pry rear and tonet. That any even could well afford to wark for a lower wage.

enter claimed that there was a relation between the weight and poor morals. They claimed that trore was an proof that a stain who is exployed as a well-paying meltion aste-specta her accus any acro, then one who is poorly juid. They also mold there was no distinction between rem and when exclose in these respects. "It makes require a minimum wage to preserve their service, may require it to preserve their nessety."

In conclusion the court says, - "To sustain the individual freedom of action depressioned by the Seculitution is not to attile town the common good but to excit it; for eacely the good of motions are visite one not better to corved them by preservation empires arbitrary restrains of the Jibertine of its constrained manner." 1.

"It follows that from what has been said, the act in question passes the limit prescribed by the Constitution." 1.

One who dissented was Mr. Chief Justice Taft. In his opinion he said -

"Legislatures in limiting freedom of contract between employee and employer by a minimum wage, proceed on the assumption that employees, in the class receiving less pay are not upon a full level of equality of choice with their employer and by their necessitous circumstances are prone to accept pretty much anything that is offered.

They are peculiarly subject to the over reaching of the harsh and greedy employer. The evils of the sweating system and of the long hours and low wages which are characteristic of it are well known." 1.

Speaking of the constitutional amendment and of its effect he said,-

"The right of legislation under the fifth and fourteenth amendments to limit the hours of employment on the score of health of the employee, it seems to me, has been well and firmly established."

He also said that the 19th amendment although it gave women more political power, did not give them more strength of physical power.

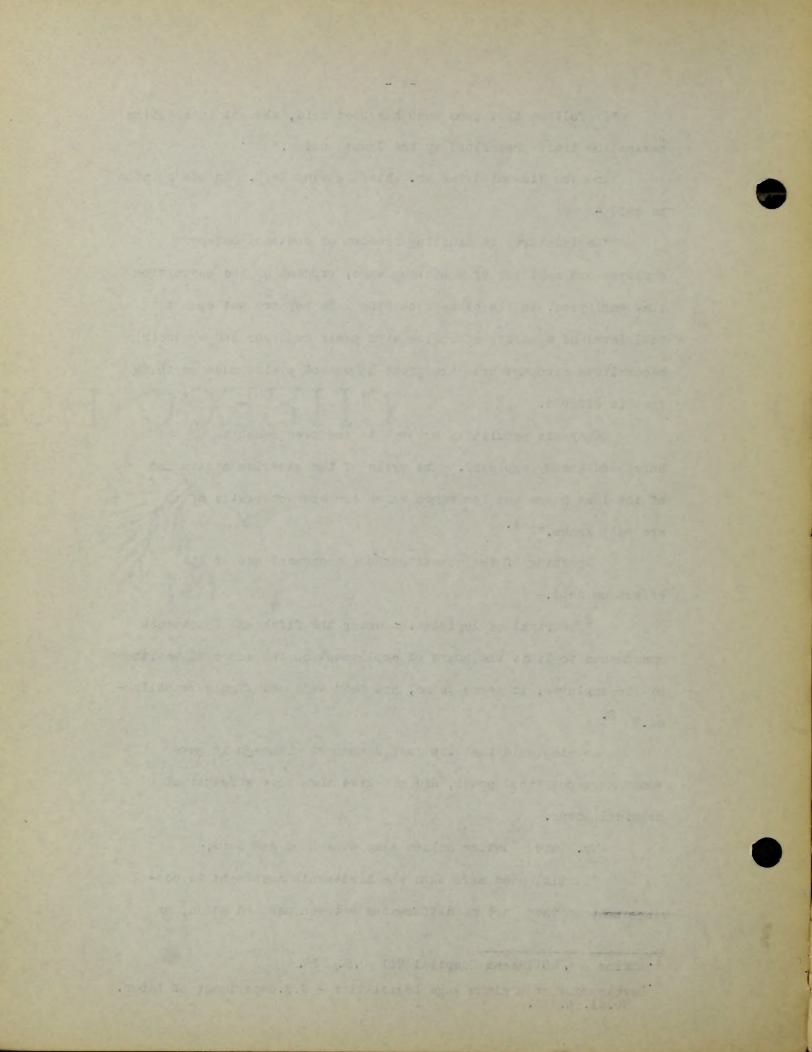
Mr. Chief Justice Holmes also dissented and said,-

"It will need more than the nineteenth amendment to convince me that there are no differences between men and women, or

1.Adkins vs. Childrens Hospital 261 U.S. 525.

-44-

^{2.} Development of Minimum Wage Legislation - U.S.Department of Labor. No.61. p.325.



that legislation can not take those difference into account." 1.

Further on in his dissenting opinion he says,-

"This statute does not compel anybody to pay anything. It simply forbids employment at rates below those fixed as the minimum requirement of health and right living. It is safe to assume that women will not be employed at even the lowest rates allowed unless they earn them or unless the employer's business can sustain the burden. In short, the law in its character and operation is like hundred of so called police-laws that have been upheld."

1. The Development of Minimum Wage Legislation - U.S. Department of Labor - No. 61 - p.325.

-45-

"The minimum results does not entred abjust to per antibility it simply function employment at moves below those fixed as the minimum requirement of bealth and right living. It is safe to ansume that momen will be an employed at even the lowest rates elicered unless they cam them or unless the employer's variance our sussion the burden. In short, the law in the chermeter and operation is like contract of an sailed roller-laws that has been unless a file.

The Perulopsing of Frankur Sage Logialetich - 0.0. separtments of 1990. 10 - 3.328.

V. CONCLUSION OF RESULTS OBTAINED IN UNITED STATES AS A WHOLE.

Now we reach the large question as to whether or not the minimum-wage rates have really aided the women. The Department of Labor frankly admits they <u>do not know</u>. 1.

However, after carefully weighing all evidence they believe that although rates established now do not show an increase over former years they do believe that the very lowest paid women workers have been benefitted. That is, although rates as a whole have increased and minimum-wage rates <u>have not</u>, still in proportion to the cost of living the minimum-wage rates have really aided the lowest paid women.

Of course all advocates of the wage are disappointed at seeing wages in general increase, and seeing the minimum wage fluctuate and in fact be lower in 1929 than in 1919-20 etc., as in Massachusetts where the rate for 1920 was \$15.50 and for 1929 is only \$14.65.

However, in proportion to the cost of living and not in proportion to what others are getting, is the way one must figure if they wish to aid the underpaid women.

Now let us turn to Massachusetts and see in what way she has legislated differently than other states or better than others. Massachusetts is the pioneer state and the state in which the highest percentage, namely 74 percent of its women workers might be practically effected by the minimum-wage.

1. Development of Minimum Wage Laws in the United States. - U.S.Department of Labor. No. 67. pp. 369-70.

-46-

** Obstitution of realities definition in Uniter reaction is a weblar. Now we reach the large passion as to whether or not the minimum-ways intee here really slder the muon. The isoerteest of later frankly states they do not know. *.

in Momerar, after carefully version all evidence they believe vist although rains established now do not show as inmeans over former more ring do believe that the very lovest get waves wereine here been beenfitted. That is, withough retar we a whole have increased and minimum-vist rates have not, with it mereils and the door of inving the night whet retar have really saided the lowest yaid woman.

of course all advocates of the majo in disepointed at asels, these in general indicates, and soming the midtan majo fluctuate and in foot be lover in 1925 than is 1919-20 ator, a in inseemlinestic most the rate for 1920 was flo:50 and for 1929 is only \$10.00.

because, is prepartion to the nest of living and not in proportion to what others are getting, is the may one must figure if the wish to aid the underfeld women.

When has tended and the to be an along atta and about any and has tended and formaly than athen at ten as nother than others. Hyperschapette is the plonser state and the state in which the highest percentage, humany "I percent, if its word workers might be presidently affected by the minimum-wige.

"Development of Mai an Ange Cans in the United States.- H. . Japan -

VI. MASSACHUSETTS

A. Early history.

Chapter 71 of the Resolves of 1911 authorized the Governor with the advice and consent of the Council to appoint a commission of five representative persons to study the question of wages for women and minors.

This committee was to report later and advise on whether or not they felt it would be beneficial to create boards to fix minimum rates for women and children in Massachusetts industries.

This committee worked untiringly for about six months in which time they studied the wages of thousands of women workers, as well as gathered other personal and domestic data. They also studied the wage systems in effect in other countries, as the English and Victorian Laws.

This committee recommended the establishment of a permanent Minimum Wage.Commission which was to determine the needs for minimum-wages for women and minors.

If after investigation the committee found in any particular industry a substantial amount of women employees receiving a wage of insufficient amount to pay the necessary costs of living it should establish a wage board with representatives of employers and of female employees in the occupation with one or more disinterested persons as representatives of the public.

This board was authorized to make its report and recommendation to the Commission who in turn were to enter a decree based on the determination of the wage board.

-47-

CTINESERGATION .10

· Lacinty Manage wy

Covernor with the advice on the Resolves of 1911 estimated the Severnor with the advice on company of the Council to applie a compasion of five regressourchive persons to study the questing of runs for women tot siddre.

This consists was to report later and advist an restary or and ider told it votid be beneficial to create boards to its picture resear for remain and children in Meridansette transities.

This countries arried antichacly for about oix courts in which then that similar the same of theorem is of which or which or arrive and is a makened other personal and a meatle date. And also atalied the race spaces in effect in other countries, at the factors and ficturise laws.

fair somethic recenterion the established of a personal for a press to determine the needs for alalmin-rayes for somethic the minors.

If error investigation the teamittee found in any particular industry a substantial summat of women exployees receiving a second mutificient anount to pay the necessary overs of ifving is should establieb a week hoard with representatives of samponers and of femile suplementatives of the piblic. This bound are tutherland to make its report and the companies and anonambatted to mutation to make its report and remomendation to the Compassion and to make its report and The bill at first carried a provision for enforcement and in case of noncompliance, the employer was subject to fine or imprisonment.

The General Court of 1912 legislated almost entirely in accord with the recommendation of the commission. However, they did not go so far as to deem it necessary to penalize the offending employer by anything except advertisement of his offence. ^{1.}

This law was enacted after much deliberation. Some of the leading advocates who were members of the Commission which advocated it were Hon. George W. Anderson, Hon. Richard Olney and Henry Le Favour. 1.

In September of 1918 an opinion was rendered by the Supreme Judicial Court of Massachusetts declaring the Minimum Wage Law constitutional in all its provisions. However, this court does not say whether or not the act would be constitutional if its provisions for enforcement were mandatory.

Following this opinion the advocates have succeeded in having amendments adopted which make certain parts of the law compulsory, as -

- 1. Pasting notices of decrees.
- 2. Keeping wage records.
- 3. Keeping records open for inspection.

*Massachusetts House Report No. 1325. - February 1923. Boston (State Printers.) The bill at first sarried a provision for enterement and in case of henceralistic, the apployer was subject to fine or ingrisonment.

The General Court of 1912 legislated shoot estimaly is accord with the recommendentics of the Courlealod. Accord, they did not go so for an io down it necessary to penalize the offending employer by puything errept styphilsement of his offence. 1.

This is adding whose an ofed after truch deliberation. Some of the isading edvocates who were meriane of the Commission which strongsted-it ware hose. George V. Amberson, Non. Atchard Ciney and Henry In Payour. 1.

In Sentencer of 1918 in opinion are rendered by the Surmane Judicial Guart of Desachusetta declaring the Mainus Take ine constitutional in all its provisions, however, this court does not any whether or not the set would be constitution if its provisions for enforcement were nandetery.

Yollowing this opinion the wirnosten have monested in having emaniments adopt a which make certain parts of the law compaisory, we -

1. Fasting notices of decrees.

2. Abeglas mage records.

3. Meeting records open for inspection.

"Massesbraesta Exces Report to. 1825. - February 1983. Boaton

B. Law of 1912.

Now let us examine more closely the Minimum-Wage law of 1912 in Massachusetts and see what this pioneer state advocated so successfully. A brief examination will show us the basis of all minimum-wage laws in the United States.

-49-

Section I established a commission to be known as the minimum-wage commission to consist of three persons, one of whom might be a woman (in 1916 amended to say one must be an employer of female labor one of whom maybea woman and a representative of female labor.) to be appointed by the Governor.

Section 2 provided that each commissioner would be paid \$10 per day for service in addition to traveling expenses.

Section 3 says it will be the commissions duty to inquire into the wages paid in any occupation where female labor is employed if they (the commission) has reason to believe it necessary because of low wages.

Section 4 says if the inquiry influences the commission to believe that the wages will not suffice maintainance of health and necessary cost of living, they shall establish a board called a wage board of not less than six representatives of employers, and the same to represent the female employers. (1914 amended these second six to be chosen from among the employees in question) Also one or more disinterested persons appointed by the commission to represent the public. (Amendments later added tell of the methods of notifying the employers and employees of the establishment of a board.)

aller in val .8

Now lot us eranize now sloadly the minimum-wave law of 1912 in Meanninestry and see what this planear state structure as successfully. A brief eramination will Show us the basis of all minimum-wave laws in the United States.

elabora-wego commination to consist of three Persons, cos of show aight be a woman (in 1919 are also to ray one must be in Supioner of famile labor and of what maybed woman and a Personative of fearle labor. I to be synolated as the forwarder.

paid 210 per day for service in addition to traveling expenses.

inquire into the second paid in any compation where founds Tabor is regioned if they (the dominated) has reason to believe it accessery because of low weres.

the relieve that his sages all not suffice minibilization to content of and necessary cost of living, they shall establish a roard called a ways based of not less them bix representatives of explorence, and the same to represent the famile employers. (1916 manded these assesses to be chusen from employers. (1916 manded Aleo one or more distribution the present applicated by the constants of represent the public. (Are annound later added tell of the anthons to represent the employers and applicates of the assessment of a term of the assessed of the represent of the assessment of the constants of the set of the set of the assessed of the same of the assessed to represent the same of the same of the assessed of the assessed of catifying the employers and applicates of the assessment of Section 5 - Tells of the duties of the wage board. They shall determine the cost-of-living and the minimum-wage rate shall be chosen. When 2/3 (now a majority) agree on the rate they will report it to the commission which will also be given the names of such firms as pay less.

Section 6 - Says the commission shall review this report and if it approves shall hold a public hearing on it. The employers who pay less will be noted and if after fourteen days they refuse to pay the rate established, the commission will have published publicly their names and the rate they pay. (Amendments added to the extent that an employer if he can so prove that he is unable to pay the wage given as the minimum will not have his name published.)

Section 7. Provides for a minority report.

Section 8. Provides for the reconvening of the wage boards on petition of either employers or employees.

Section 9. Provides for the issuing of permits to women who are not able to earn the minimum wage.

Section 10. Provides for the investigation of minors at work.

Section 11. Provided regulations as to the keeping of data by the employers concerning the women at work - It also gives the powers granted the commission in establishing investigations, and tells the penalties(\$5-\$50)fine for non-compliance.

Section ll_{Σ}^{1} . Provides for the posting of minimum wage notices of rates,-hearings etc., by the employees in order that the employees will know what is being done.

-50-

Section 5 - fells of the daties of the rage board. They shall deverates the cost-of-living and the minimum-ways rate shall be channed. from 3/3 (now a majority) agree on the rate they still report it so the commission which will also be given the names of wook fitue as pay ises.

section 6 - Bays the comminstant shall review this report and if is expressed and if sheet routes in it. The explorent who pay has will be noted and if sheet fourteen days thay refuse to pay the case established, the comminster will have reblinded publicity their energy and the rate they ray. (Accordentia edied to the extent that an employer if he can so prove that is invertee to pay the rate destributes at the set will not have her here here and to any the set of the star will not have here here here to pay the set of the star will not have here here here and the set.

Section 7. Frowides for a minority report. Section 3. Provides for the reconvening of the ware boards on pairties of situar employers or exclores.

Conside 9. Frovider for the testing of paralts to

Section 10. Provides for the investigation of minore

Section 11. Frontided regulations as to the incoing of date by the exployers concerning the means at werk - 10 also stree the powers granted the consistent is established (areas). estimat, and tells the penalites[\$0-\$10]fire for non-compliance. Section 11]. Frontides for the posting of ainirum vero tos exployees will norm when is being done. Section 12. Provides for the collection of statistics.

Section 13. Gives the penalties provided against an employer who in any way harms an employee because of testimony before the commission or wage board (\$200-\$1,000)

Section 14. Provides for a check up from time to time and the publishing of names for non-compliance.

Section 15. Provides penalty for newspapers which refuse to publish names (not less than \$100) (declared unconstitutional though in 1926)

Section 16. Says no one shall be held liable for the publishing of names of non-complying employers.

Section 17. Provides for annual report of the commission.

Later laws were added which consolidated the minimum-wage commission with the Department of Labor. The Minimum Wage Commission was abolished and made a sub department under the Department of Labor. 1.

One of the noteworthy contributions of the Massachusetts Commission was in 1922 when it presented a group of articles to the Department of Labor to aid in the establishing of a minimumwage rate by the wage boards as in the past much time was being wasted. These have greatly reduced the wasted time.

In short the articles said -

1. The fact that a girl lives at home should not be considered.

2. The rate should not be reduced below the standard costof-living figure except by unusual conditions, caused by the condition of the trade considered.

1. The Acts & Resolves, 1912. Chap. 706. pp. 780-784.

Section 15. Spoulds for the collection of similarics. Section 13. Stree the possibles nomiced modules an ploper who is may berne as anglaphe because of tratinon fore the counteston or wage board (\$200-21,000)

Section 14. Frontian for a chick on from time to time and the publication of names for non-compliance.

Section 15. Provides panalty for neveragers which refuse to publish names (not has then 500) (destared ancousticutional should in 10(6)

Section 16. Says at one shell be held lights for the publishing of hame of non-complying employers. Section 17. Provided for smast repart of the constructor. Later laws are added which consolidated the misimum-ways constanton with the Construct of Labor. The Einistan Tage Constanton was sholished and ands a sub department under the Dopartment of abor.

The Department of the monemonity contributions of the Represents contained on the LACS sheet it consented a group of articles to the Department of Labor to ald in the establishing of a minisurment is the provide at the the protection and being weated. these have provide and the weated time. (a shore the articles and -

1. ine feet that a girl lives at home should not be con-

2. The ante should not be reduced below the standed costdesign of living figure except by unusual conditions, onused by the condition of the trade considered.

"The state fleestver, 1912. Chap. 905. np. 900-704.

-50-

3. The board should submit their work in less than two months.

4. Not more than three months should elapse before the rate submitted should be decreed.

5. The items given elsewhere should be in the cost-ofliving budget. These are the thirteen items given previously.

C. Efforts of 1923.

In 1923 there was a great effort raised by the commission of Unemployment and Minimum wage in its report to have the minimum wage laws made mandatory. This failed and was considered a crisis in the minimum wage field. Mr. Healy, a member of the commission deplored the fact that the law was not strong enough as it let dishonorable employers "get away" with a low wage and there was no legal way to stop them. He asked for a system of "impartial enforcement" of the Minimum wage decrees. It was not passed however. ^{1.}

D. Budget work.

Massachusetts has been commended nationally upon her budget work and has surely worked hard to establish charts and graphs showing her itemized cost of living schedules. A comparison is given on the next page of the itemized budget for 1914 and 1929. Although the budget is totaled higher now it has been higher at other times. This will show that the cost of living has been closely followed. The following shows the trend of the minimum wage in Massachusetts. ².

-52-

^{1.} Massachusetts House Report No. 1325 - Report of the Special Commission on Unemployment.and Minimum Wage. February 1923.

^{2.} Department of Labor & Industries. Division of Minimum Wage. Itemized Cost of Living Budget. Order 8786.

s. The board should what their work in loss then

. Add mon mil

4. Not more than three months should elemes before the rate submitted should be deviated.

5. The items gives a mashers should be in the cost-ofliving budget. These are the chirtees items given previously. 5. Mittars of 1945.

To 1923 there was a great effort relad by the comparison of Demployment and Malazan ways to its report to have the statutes were lose made to adalory. This failed and was considered a truth to the minimum ways field. Mr. Lesiy, a semior of the someission deplored the feat that the les was not strong enough as it is distortable apployers "get any" with a les were and there was so legal may to stop them. In each for a traces of "inverties entercempt" of the Minimum ways decress. It was not

. D. Sudget work.

More work and has marely righted hard to perchashed astionally apon har budget work and has marely righted hard to perchise chards and graphs aborning her iterated that of living scheduler. A conperison is given on the next wey of the iterated andret for 1014 and 1922. Although the budget is totaled higher new it has been higher at other times. This will show that the onet of livin has been closely followed. The following shows the tract of the minimum ways in brasecharactic.

"Home relates the Bours Bourt Bo. 1820 - Report of the Special Same relation on Parapioperational Minimum Report 1923. "Description of Indor 2 Industries. "Sivision of Minimum Report Iteriand Dest of Firing Sudger, Order Wies.

Yea	r Minimum Wage	Year	Minimum Wage
1914	4 \$ 8.71	1923	\$13.20
. 1919	9 15.30	1924	13.50
1920	0 15.25	1925	13.90
1920	0 15.50	1925	13.00
192	1 13,50	1925	13.75
192	2 14.40	1925	13.00
192	2 13.97	1926	14.95
192	2 13.75	1926	13.50
1923	2 13.92	1928	14,00
		1929	14.65
Ite	mized Cost Of Living	Budgets	
	d Lodging	1914 \$5.25	1929 \$8.42
Clothing		1.44	2.45
Laundry		.50	.45
	Dentist and Oculist	.20	.50
Carfares	or a strangent sugar t	.70	.54
Church		.10	.15
Self Imp	rovement	and the local division in the	.25
Vacation		.19	.35
Recreation		.17	.44
	for emergency	429+	.40
Mutual A	ssociation dues	this	.20
Insurance	9	led in I	.25
Incident	als	used in this (1929)	.25
Newspape	rs and Magazines	.16	
		Total \$8.71	\$14.65

-53-

.

		-		
		-004		
05.530		18.8		
13, 50		15.30		
49.75		10.20		
00.81		18.50		
27.42		15.00		
13.00		00.01		
54.61		13.17		
04.64		47.64		
00.KL .		15.92		
30.22	.onet			
2234 29.5%	1914			
89.5	14.1			
· · · · · · · · · · · · · · · · · · ·	.50			
UZ.	08.			
μ.	07,			
01.	04.			
82.				
22.	21.			
	ΥĹ.			
01.				
os.				
88.				
62.				
	<u>u.</u>			

•

4

It is interesting to note the items in the Budgets as they were expressed in the various itemized costs of living from 1914 to 1929.

In the first budget adopted in 1914 in the Brush Board industry there was no provision for Self-improvement, Reserve for emergency Mutual Association Dues, Insurance or Incidentals as such. True 16 cents was alloted for newspapers and magazines which would just about supply a person with a newspaper each day - ^{1.} hardly that if a Sunday paper at 7 or 10 cents was purchased.

Later boards included these articles, sometimes by lumping them under others as Recreation and self improvement were in one item in some of the later budgets.

Insurance received little importance at first but later was habitually included.

It would be interesting to note the amounts given to these newer items. There have been so many variations and combinations under different terms that we can not gain much by giving each item. Therefore I will separate the "absolute essentials" and the newer "extra-activity" items as it were.

In the first group we have -

Board and lodging Vacation Clothing Laundry Doctor, Dentist and Oculist Car fares Church

2.

-54-

 ^{1.}Div. of Minimum Wage - Dept. of Labor - Mass. List of Budgets
 2.The Itemized Budgets of the Dept. of Labor - Minimum Wage Bureau.

it is istrony that to note the iterained costs of living from

In the first budget adopted in 1914 in the Sman Board industry there was no protision for Gelf-improvement, Reserve for everyency fistual samecication Date, Insurance or Incidentele as such. True 16 cents was alloud for powepapers and merecives which scale just about supply a person with a messpaper and day birdly that if a Supers deput at 7 or 10 cents was introfested.

include the solution there extidies, sometimes by include the under othere as decreation and call inclusionent were in one itse in come of the later budgets.

insurance received little importance of first bab later

It would be interesting to note the example date to these agent items. There have teen so sain workelons and dembinstions under different terms they as can not gain and by giving and item. Therefore I will arrange the "bisolute sesentials" and the never "array-maintly" items as it erro.

> ia has first group as have -Board and lodging Cisthing Doutor, Dessist and Coultan Car forma

·Div. of Minisons Unge - Dept. of Labor - Wier. List of Budgets ·The itendand Budgets of the Dept. of Labor - Minison Lage Burnes.

......

It may even be noted that car fares as an item was left out of two budgets - the Paper Box Board one in 1920 and the Millinery Board one in 1925. There was no mention of it under other items either.

However in a later month in 1925 the largest amount ever given for car fare - (\$1.13) was itemized.

Under the non-essentials we may list -

Self-improvementMutual Association DuesRecreationInsuranceReserve for emergencyIncidentals

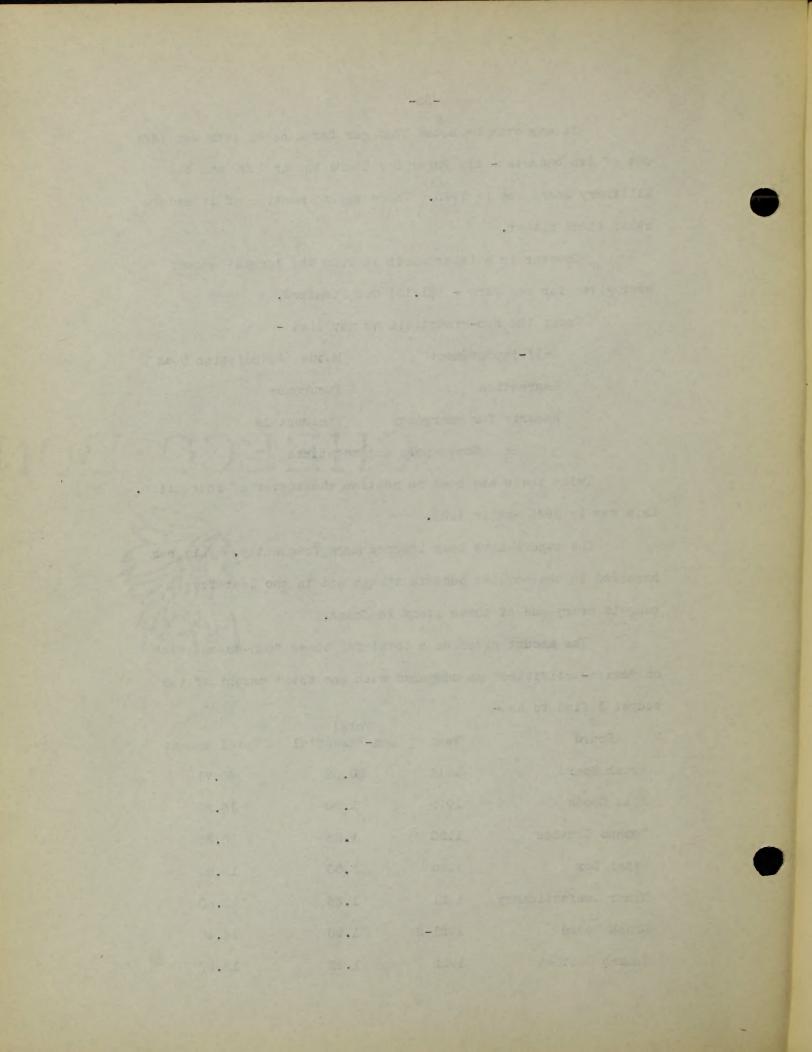
Newspapers and magazines

Twice there has been no mention whatsoever of recreation. This was in 1921 and in 1922.

The others have been ignored more frequently. This has happened in the earlier budgets though and in the last four budgets every one of these items is found.

The amount given as a total for these "non-essentials" or "extra-activities" as compared with the total amount of the budget I find to be -

		Total	
Board	Year	Non-Essential	Total Amount
Brush Board	1914	\$0.52	\$8.71
Knit Goods	1919	1.90	15.30
Womens Clothes	1920	1.35	15.25
Paper Box	1920	2.00	15.50
Minor Confectionary	1921	1.25	13.50
Brush Board	1921-2	1.90	14.40
Womens Clothes	1922	1.62	13,97



Muslin Underwear	1922	\$1.60	\$13.75
Brush Board	1922	1.97	13.92
Druggists Compound	1923	1.90	13.20
Canning & Preserves	1924	1.25	13.50
Millinery Board	1924-5	1.65	13.90
Bakery Board	1924-5	1.50	13.00
Stationary Board	1925	1.55	13.75
Candy Board	1925	1.30	13.00
Jewelry Board	1926	2.95	14.95
Toys & Games	1926	1.25	13.50
Electrical Equipment	1928	1.95	14.00
Boot & Shoe	1929	2.14	14.65

It is noticed that the amounts vary in each column but the general tendency is to give an increasing percentage of the budget over the "non-essential" items and we may be sure it is not offset by cutting down on the "essential items." The "essential items" have been taken care of much as previously and the change has been to give an increasing amount to the non-essentials.

This is a step forward in an attempt to provide for human existance as all intelligent observers realize that these later non-essential items must become essential ones if we are to have social progress.

1. All figures from the Com. of Mass. Department of Labor -Minimum Wage Division - reports.

-56-

1	
1	
1.00	

		41.00	37.55
			13.98
		09.1	13.80
		1.25	08.81
	6-2841	1.65	00.51
		08.8	12.00
		1.25	67.41
		D5.1	15.00
		89.0	14.95
		1.25	13.80
	1929	1.05	14.00
		21.3_	i da.kr

It is solled into the mounts very in each column but the second tenders is to give an increasing percenters of the hadet over the mon-exampled "theme and so may be sure if is not olf-set by matting form on the "essential items." The "essential items" have been taken area of much an provisably and the constitution to some to stree an increasing mount to the non-expectivities the start non as all interiment in an autemic to provide for invest the measures is and interiment operated to the non-expectivities the start non as all interiment operators realized that items is the measures in the start provide the second start in the start the start non as all interiment operators realized the interiment the start is a set of forward in an autemic to item items that items is to be the measures in the start proves assential ones if no use to have

.seaggory Leippa

· All figures from the dom. of Same Department of Indor -

VII. CONCLUSION.

A. Present technical situation.

As a technical conclusion I have two things to offer. First, the present technical conclusion as to the present condition of Minimum Wage Legislation.

" 1. Three laws have been repealed. (Nebraska, Texas and Utah.)

2. Three have been held unconstitutional by the United States Supreme Court. (Arizona, Arkansas and the District of Columbia.)

3. Two laws have been held unconstitutional by local supreme courts following the United States Supreme Court decision in the Adkins case. (Kansas and Porto Rico.)

4. The Minnesota law recognizes the effect of the Adkins Case but is considered valid for minors.

5. The California Law is ineffective because of inadequate appropriations.

6. North Dakota has repealed. Section 17 of the Minimum Wage Act, provided for regular appropriations and has made it necessary to pass special appropriation bills biennially.

7. Wisconsin has amended its law for the purpose of continuing the legislation as valid within the decision of the Adkins case.

8. The Massachusetts Law, depending upon public opinion to enforce its Minimum Wage orders is apparently constitutional.

9. California and Washington, it is understood,



. apisnatia included Suparti .!

. MOLENYDROD . IIY

de a tochalori conclusion I laye teo things to offer.

" i. Three laws have been repealed. (Notreaks, Texas

2. Three have been beld unconstitutional by the ritted States Supreme Court. (Arisons, Arkansas and the Fisturics of Columbia.)

 Two lists have been held unconstitutional by local supreme dourts following the mited States Supreme Court destaton in the Malne sees. (Ennesse and Forto Rico.)
 The Manaola Inv reconsises the effect of the

Adkins Dese but is considered valid for minure. 5. The California lev is insfirotive becaus of

.amplisingerogs winupeban.

6. North Dekote has repealed. Settion 17 of the Makeum Wage Act, provided for regular appropriations and as:
and it undersary to reas associal appropriation mills bisustally.
7. Wisconsis has ananded its law for the purpose of continuing the legislation as valid within the decision of the Adrices and.

3. The Weisschneetts is , depending upon public optaint, depending upon public optaint, to appending the spectrum is stitutions.

8. Salifornis and Washington, 11 is understood,

and probably North Dakota, Oregon and South Dakota, are depending upon public opinion with the help of the minimum wage legislation to affect the wage of women in private employment."

A second technical observation is that of Miss Mary Anderson, -

"If Minimum Wage laws are to continue, the administering agencies must try to have rates set, which will really approximate the cost of living and they must try to be sure that the number of women, who as minors and apprentices, and sub-standard workers, receive less than the minimum wage, is kept at the lowest possible figure. There is no magic in Minimum Wage laws to raise all rates. They may have this effect, but they should claim only to pull to their own level the lowest-paid workers."

B. Personal conclusion.

As for my own conclusion, it seems to me that the great trouble is, as is the case with many of our social movements of the better sort, that it is misunderstood by many people, who if properly educated to the facts would in all probability be staunch advocates of the movement.

Many arguments are advanced in opposition to it but every one of them can be refuted. The aim of the minimum wage is purely one of social betterment. It is not a scheme of labors to defeat capitol, neither is it a scheme of capitols by which it may reduce all wages to the minimum one. The aim is merely to

-58-

^{1.} Monthly Labor Review - November 1929. pp.1071., published by U.S. Department of Labor. U.S.Government Printing Office. 1929.

².U.S. Bulletin. No. 61 of the Department of Labor Womens Bureau. pp. 370-371.

and probably Horth Dekorn, Gregon and South Dekote, whe depending apon public Spinion with the holp of the minimum wore inginistion to effect the ways of woman in retrate employment."

Anderson, -

"If Minimu Term laws are to combine, the minimizering memories and try to have retem set, which will really envolumes the cost of living and they must try to be sure that the mutter of some, the as almore and apprentices, and so-at added workers, rest to issue that the minimum ways, is kept at the jowest possible figure. There as no magic to Minimum Femi laws to rates all rates. They may note offeet, but they should elaim only to pull to their out layed the invest-pull environ." 2.

. Tarron Line tonellisten.

As for ay own continuion, it seems to an that the creat trouble is, as is the asso with namy of our social acrements of the better cort, that it is misdifferentied by many leople, the if responty educated to his facts yould in all properlity be attunct stronged of the movement.

Mary are dividents are advanced in opposition to it but overy are af them can be refuted. The aim of the minimum ways is purely and of social besterings. It is not a scheme of labors to defeat applied, maither is it a seatche of applicals by which it has refuse all waves to the minimum one. The aim is mately to

¹ Morthly Lator Savies - November 1929. nr.1071. published by 0.2. Separtment of Indor. U.S. Government Frinzig Office. 1980. ² 0.3. Suliatin. No. 61 of the Department of Lator Wintern Survey. ac. 390-371.

improve the condition of the <u>under-paid</u> worker. Every place where points have been questioned the minimum wage proponents have tried to arbitrate and do all they could to reach satisfactory and beneficial conclusions. They have heard the pleas of the employers telling of the workers who were not able to earn a minimum and telling of the industrial conditions which made it impossible to pay the wage named.

Again, they have heard the pleas of the underpaid who claimed they could not live and provide for their health as human beings under low wages. All arguments have been weighed, all conditions examined and honest effort expanded in all directions in attempts to aid everyone.

The unfortunate decisions of the Supreme Court have greatly retarded the movement to be sure. However, they have not been unanimous decisions and it seems that they differ on interpretation.

To me it seems that the founders of this country did not mean to insert in their constitution anything which would make it difficult for people to live as human beings. Rather they put in the "life, liberty and pursuit of happiness clause" in order that people might live as such.

However, we must remember that all <u>past documents</u> should be interpreted in the light of present day conditions.

It seems a pity that we should quibble over the meaning of words here and there in order to be technically correct, when the general motive is one of betterment and is being retarded. Rather why not remedy the unfortunate phraseology and go on with

-59-

increase the condition of the <u>under-paid</u> where. Avery place where points have been questioned the minimum why proposition have tried to atvituate and in all they could to treas autistablory set constituted constitutions. They have heard the place of the westorers willing of the surveys who rive not the to seem a similar to any the surveys who rive not the sets it becompile to any the surveys.

Ansin. they have noted the piess of the underford whe element they could not live and provide for their health as onesh bolder under het worde. All aroundes have been muched, all conditions wrained and bound wffort expanded is all directions to all everyone.

The unitarity actoriant the base of the Supress contribute gravity actoriant the movement to be sure. Headwar, they have not been uperimone decisions and it some that they differ on intergradation.

test seum to insert in their constitution payfilme which would and it difficult for popple to live as humin beings. Mather they put in the "lift, literty and curatif of hippingus clours" is aran that people might live as such.

commonly said the suit testestary from on terrords

should be interpreted in the light of present day conditions. It seems a pity that as nould dituble over the membra

the sarders and the rate of bolishand and is baing relation.

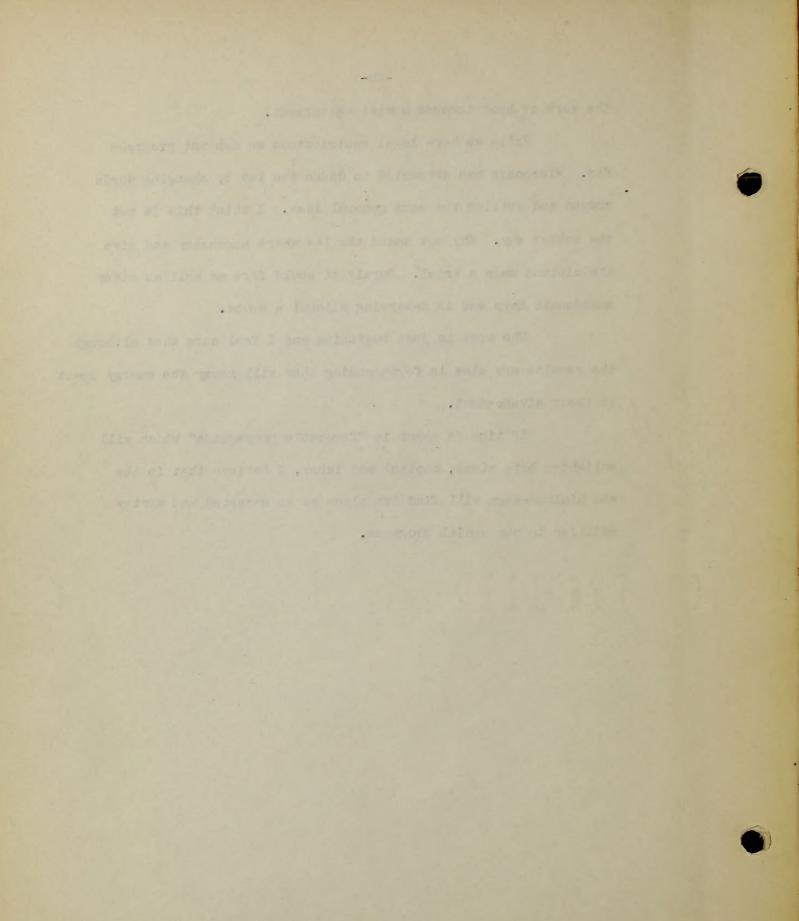
-0.00-

the work at hand towards social betterment.

While we have legal restrictions we can not progress far. Wisconsin has attempted to dodge the law by changing words around and getting the same general idea. I think this is not the better way. Why not amend the law where necessary and give the minimum wage a trial. Surely it would fare as well as other amendments have and is deserving without a doubt.

The work is just beginning and I feel sure that although the results are slow in forth coming they will repay the energy spent in their advancement.

If time is spent in "favorable propaganda" which will enlighten both sides, capital and labor, I believe that in the end minimum-wage will find its place as an accepted and worthy addition to our social progress.



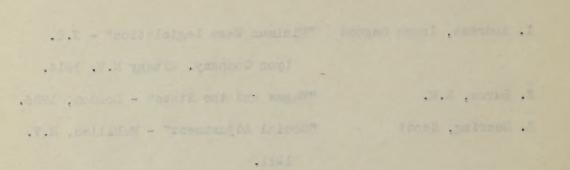
BIBLIOGRAPHY

BOOKS

1.	Andrews, Irene Osgood	"Minimum Wage Legislation" - J.B.		
		Lyon Company. Albany N.Y. 1914.		
2.	Burns, E.M.	"Wages and the State" - London, 1926.		
3.	Nearing, Scott	"Social Adjustment" - McMillan, N.Y.		
		1911.		
4.	Reeley, Mary Katherine	"Selected Articles on the Minimum		
		Wage." - H.W.Wilson Company,		

Minneapolis 1913.





4. Seeley, Mary Schloutes "selected inticies on the Elsions,

aldi allogandala

-62-

BIBLIOGRAPHY

PAPERS

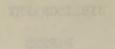
 Broda, Rudolf "Minimum Wage Legislation in Various Countries" - U.S.Department of Labor. No. 467 - 1928.
 Holcombe, Arthur M. "The Effects of the Minimum Wage" -American Academy of Social Science, 1917.

3. McSweeney, Edward P.

"The Case Against the Minimum Wage" -1913 Personal copy.







- -

i. Scole, Sadolf "Malain age Legislation in Virtual 'is inectored. 2.0 - "series. Labor. No. 497 - 1988.

". ". ".lectore, bring M. "The Alfredte of the Similar Tepel -

1917.

- "cint sectors this maint bas dans the instant the mainter which -TATH A LEADER | COM

-63-

BIBLIOGRAPHY

ARTIC LES

1. Adams, Jane

"Minimum Wage Boards for Women"-Ladies Home Journal. March 1913.

2. Clark, John Bates "The Minin

3. Filene, Edward A.

4. Hapgood, Norman

5. Lippman, Walter

6. Monthly Labor Review

"The Minimum Wage" - Atlantic Monthly. September 1923.

- "Minimum Wage and Efficiency" -American Economic Review. September 1923
- "Why we should have a Minimum Wage" - Industrial Outlook February 1915.
- "A defense of Minimum Wage" -Industrial Outlook. 1915. "Wage Fixing Legislation in the U.S." - November 1929.



.





T. Advent, Jon

2. Churk, John Beton

5. Filone, Sdwirt A.

A Eroenod, Worken

. stymon, vilter

.8191

- -

oldeside - "mail cate brill adm Monthly. September 1923. Section (erstavbel - "sat Petrony Lab. Industrial Cublock. Luit. 4. Monthly Labor Bowley "Then Firing Continition in . Were 1 and any of a P.S.J out

BIBLIOGRAPHY

GOVERNMENT PUBLICATIONS

- House Report of Massachusetts, No. 1325 Commission of Unemployment and Minimum Wage in Massachusetts. 1923.
- Labor Law Bulletin, No. 1. "Establishment of Minimum Wages for Women and Minors" - Boston 1928.
- 3. Massachusetts Department of Labor. "Itemized Cost of Living Budgets"- Order 8786. Boston 1929.
- Massachusetts Supreme Judicial Court Records. 231 Mass. 99. "Holcombe vs. Cramer". September 24, 1918.
- 5. Massachusetts Department of Labor. "Minimum Wage Decrees" -March 1927 - Order 8786. Boston 1929.
- Massachusetts Department of Labor & Industries "Wage Boards and their Work". - Order 2883. Boston 1928.
- 7. Massachusetts Department of Labor & Industries "Report of the Division of Minimum Wage." - November 30, 1929. Order 5758, Boston.
- 8. New Zealand Year Book Wellington 1928.
- 9. United States Department of Labor. "The Development of Minimum Wage Laws in the United States from 1912-1927. No.61, 1928.
- 10. United States Bureau of Labor Statistics, "Minimum Wage

Legislation in the United States and Foreign Countries." Government printing office 1915. Bulletin 167.

11. United States Supreme Court Decision - "Adkins vs. Childrens

Hospital. 261 - U.S. - 525.

12. Victorian Year Book - Melbourne, 1926.



AMER'SPOTTOTO

BALLES THE MALE AND ALLES AND

 Herse Handrit of Encontriptentia, io. 1812 - Canadevich of Conceptory and Chainess Tage in Encodometta. 1925.
 Hebre Lee Bulletta, No. 1. Warnot/ghanat of Mainta Pages for Homes and Mains" - Boat an 1928.
 Messechardta Papartinat of Lobot. "Headeve that of Livia Submas"- Coder 6790. Souton 1920.

Managementte (Superior Justi Sectors: 251 - 1044. Managementte (Superior Justice), 1044.

- Massachusette Department of Lange. "Minimum Ways Decraps" Massachusette 1927 Order 9700. Bostan 1929.
 - .. Neusachusette Department of Subar & Indonesies "Wage Bourde and their Nork". - Order 2863. Boston 1983.
- *. Massadiarente Department of Lebor & Lobortiles Report of the Pivision of Ministra Term. * - November 30, 1920.

8. Nue Sealand Tear Scot - Collington 1988.

- 9. Unived Markey Department of Mebor. "The Development of Lindset Date Lass in the United States from 1913-1937. No.01. 1928.
 - united States Careag of Labor Statistics, "Dilimon Tage Lagislation in the United States and Foreign Conneries." Constrained prioting strice 1915. Bulletin 167.
 "Aited States Ingrege Seart Decision - "Aiting ye. Calibread

.020 - .0.1 - 1861 - 1881.

12. Tietoriad Your Soak - Iniboursey, 1425.

I. The Basic Wages Per Week in the six centers of Australia in 1927.

II. Assets of check-paying Banks. 1922 - 27 inclusive, in Australia III.Savings account records of Banks as to Number of Accounts and Amount on Deposit. 1921 - 27 Australia

IV. Unemployment among the trade unions of Australia. 1922 - 27.

V. Time lost in strikes in various countries per year per 1000 workers. 1919 - 23

VI. Wages per hour in England. (Minimum wage) 1914 and 1925 Male and Female, as established by Wage boards.

VII.Number of Women in U.S. effected by Minimum Wage Laws.

VIII.Form of Estimate for Cost of Living Budget

IX. Time required by wage boards before concluding their work. 1927

X. Trend of Minimum Wage Rates in Massachusetts 1914 - 1929

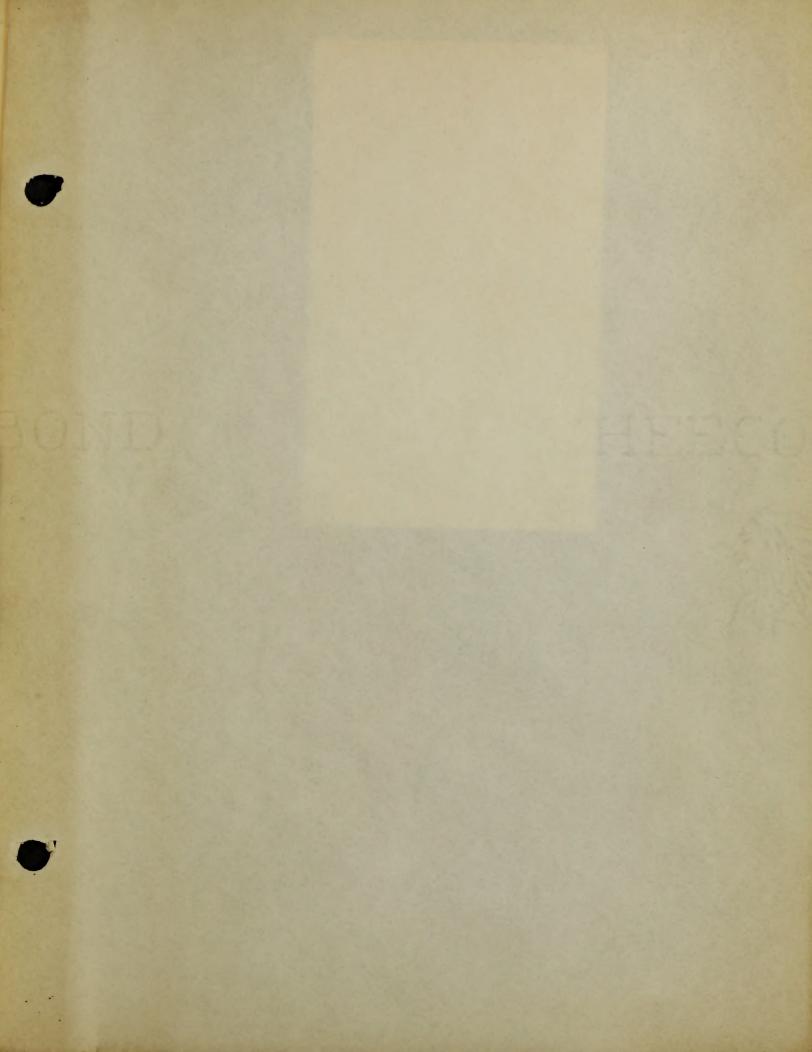
XI. Itemized Budget 1914 compared with 1929. Massachusetts.



CHARTS

 The Sould Rame For Real 10 the dix unstate of functelly in 1987.

- 13. Ameria of disch-paying Fanks. 1922 27 instally, in Anstrally TTL. Sering addition reaction of Basics on to Musber of Accounts and invant on Decosit. 1921 - 27 instrally
 - .V9 Shil ... Desiployment anothe the trade datasa of Sustralia. 1982 EV.
 - V. Line lost in atrixes in various countries for your par 1000 workers. 1018 - 23
 - VI. Wages per bour in England. (Minimum Wage) 1918 and 1955 2016 and Ferdie, as outskilened by Mage bounds.
 - VIL. Musbor of Wesen in U.C. stronged by "infinite Mage Laws.
 - Will. Form of Uncluste for Cost of Living Budget
- 13. The required by were boards hornes and olders hield work. 1987
 - K. Trend of Minimum Main Maines In Margaretweeter 1910 1920
 - T. Itemilard Budget 1914 Communed with 1930. Mashaningetta.



Date Due					
•					
		· ·			
Demco 293-5					



V



Thesis Welch, W.F. 1930

Welch, William Francis Minimum wage development and legislation.

